

No. 786 - 787

**VOLUME III.
RECORD.**

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**United States Circuit Court of Appeals
EIGHTH CIRCUIT.**

No. 12,641

**DONNELLY GARMENT COMPANY, A CORPORA-
TION, PETITIONER,**

vs.

**NATIONAL LABOR RELATIONS BOARD,
RESPONDENT.**

**DONNELLY GARMENT WORKERS' UNION,
INTERVENER.**

**INTERNATIONAL LADIES' GARMENT WORKERS'
UNION, INTERVENER.**

**ON PETITION FOR REVIEW OF ORDER OF NATIONAL LABOR
RELATIONS BOARD.**

FILED AUGUST 5, 1943.

Testimony and Exhibits in Case No. 475, Orig.

United States Circuit Court of Appeals
EIGHTH CIRCUIT.

No. 12,641

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VS.

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[fol. 3008] Q. Did she tell you she had just seen Mrs. Reed come in? A. No, sir.

Q. Did anyone make that remark? A. No, sir.

Q. You say, "We stood up." What do you mean "We stood up at that meeting?"

A. We didn't have any chairs at that meeting.

[fol. 3009] Q. No chair at all? A. No, sir.

Q. Everybody stood up?

A. As well as I remember.

Mr. Langsdale: That is all.

Trial Examiner Batten: Mr. Leary?

Mr. Leary: No questions.

Trial Examiner Batten: Mr. Patten?

Mr. Patten: No questions.

Trial Examiner Batten: That is all.

(Witness excused.)

CARL CRAWFORD, a witness called by and on behalf of intervener, Donnelly Garment Workers' Union, being first duly sworn, was examined and testified as follows:

Direct Examination.

Q. (By Mr. Patten) State your name, please.

A. Carl Crawford.

Q. Where do you live?

A. 1720 Claremont, Englewood.

Q. That is in Jackson County? A. Yes, sir.

Q. You are an employee of the Donnelly Garment Company? A. Yes, sir.

[fol. 3010] Q. Were you employed there in March of 1937? A. Yes, sir.

Q. Did you attend a meeting at which Mrs. Reed spoke?

A. Yes, sir.

Q. Do you know Miss Frances, or Mrs. Strine, who is Mrs. Reed's secretary? A. Yes, sir.

Q. Did you see her at that meeting? A. Yes, sir.

Q. Were you a member of a committee that went to see Director Higgins of the Kansas City police?

A. Yes, sir, I was.

Q. Who organized that committee.

A. Well, offhand I can't say. All I remember is that several of the girls called up and wanted to know who all would go down, and I volunteered to. I had a car, and I told them I would take a carload of them down.

Q. Do you remember who called you?

A. Grace McTernan, I believe.

Q. As far as you know, did Rose Todd have anything to do with getting that committee together? A. No, sir.

Q. Do you recall any time, at any meeting of the employees of the Donnelly Garment Company, that a meeting of the Donnelly Garment Workers' Union and of the Loyalty League were held on the same afternoon?

A. No, sir, there hasn't been.

Q. Would you say that has never happened?

Mr. Leary. That is, as far as you know.

A. I know that it has never happened.

Q. (By Mr. Patten) Was the meeting at which Mrs. Reed spoke a Loyalty League meeting?

A. No, sir.

Q. Are you a member of the Loyalty League?

A. Yes, sir.

Q. Have you ever understood the Donnelly Garment Workers' Union was organized by the Loyalty League?

A. No, sir, in no way.

Q. Is it a continuation of the Loyalty League?

A. No, sir.

Q. Does the Loyalty League still continue to have dances and parties. A. Yes, sir.

Q. How close were you to Mrs. Strine at the meeting at which Mrs. Reed spoke?

A. I wasn't very close. I was in the back of the room.

Q. Do you know whether she was taking notes or not?

A. I believe she was, but I wouldn't swear to that.

Q. Were you a member of the nominating committee that was appointed at the meeting at which the Donnelly [fol. 3012] Garment Workers' Union was organized?

A. Yes, sir, I was.

Q. Was your selection to serve on that committee a matter about which you had any advance notice?

A. No, sir.

.

Cross-Examination.

By Mr. Langsdale:

Q. How many of you went down to see Director Higgins?

A. I would say there was approximately 25.

Q. Why so many?

A. Well, I guess they just wanted a good representation down there.

Q. [Do,] you went down in a crowd? A. That is right.

Q. And had your picture taken while you were there with Director Higgins?

A. I believe there was a picture taken there.

Q. And published in the paper?

A. I believe it was, yes.

Q. Did you arrange for a photographer to be there?

A. No, sir.

Q. Who called the meeting of March 18th?

[fol. 3013] A. I can't tell you.

Q. How did you get any notice of it?

A. Well, there is just a general line—someone called up and said, "We are going to have a meeting."

Q. What message was delivered to you?

A. That there would be a meeting.

Q. Was that all? A. That is all.

Q. Just that there would be a meeting? A. Yes, sir.

Q. Nothing else was added to that at all? A. No, sir.

Q. Where did they say the meeting would be?

A. On the second floor.

Q. When did they say it would be?

A. After working hours.

Q. Now, that is absolutely all that was said about the meeting?

A. That is all that was said to me.

.

[fol. 3014] Q. Who was president of the Loyalty League at that time?

A. I believe Rose Todd was.

Q. Did you hear Rose Todd say what the purpose of the meeting was?

A. Well, she said they would have a meeting to see what might be done in the way of protection.

Q. She said they would have a meeting. What did she mean by that?

A. All of the employees of the Donnelly Garment Company.

Q. What did she say about it?

A. She said she had called this meeting to see how they felt and what they wanted to do.

Q. She said she had called it?

A. As our president, yes.

Q. How long was your nominating committee out?

A. Oh, I would say approximately 15 minutes, as I recall.

.

[fol. 3019] RAYMOND SMITH, a witness called by and on behalf of intervener, Donnelly Garment Workers' Union, being first duly sworn, was examined and testified as follows:

Direct Examination.

Q. (By Mr. Patten) State your name, please.

A. Raymond Smith.

Q. Where do you live? A. 5536 Brooklyn.

Q. You work for the Donnelly Garment Company?

A. Yes, sir.

Q. What is the nature of your work?

A. Machinist.

[fol. 3020] Q. Were you working there in March of 1937? A. Yes, sir.

Q. Did you have occasion to leave town on or about the 24th of March, 1937? A. I did.

Q. Where did you go?

A. St. Joseph.

Q. What was that the last time, with respect to the 24th of March, you were at the plant at the Donnelly Garment Company?

A. I left on the morning of the 24th. I came back the 30th.

Q. For what purpose did you go to St. Joseph.

A. Well, we had a plant up there, and I went up there to get the machines in shape, ready to start work.

Q. You say you returned on the 30th? A. Yes, sir.

Q. What day of the week was that? A. Tuesday.

Q. What time of day did you return?

A. Well, it was shortly after 5 o'clock. We closed at 4. It is about one hour and ten minutes drive from our plant, the St. Joseph plant, down here.

Q. Did you go directly to the plant?

A. I went directly to the plant, yes, sir.

Q. Was that the first time you had been back to the plant since you left on the 24th?

[fol. 3021] A. Yes, sir.

Q. What happened when you got back to the plant?

Mr. Langsdale. What day of the week was this?

Mr. Patten. He has testified it was the 30th of March.

Q. (By Mr. Patten) What happened after you got back to the plant?

A. They were having a meeting on the second floor, and I went up to the meeting.

Q. Who was there? A. Everybody was there.

Q. All of the employees? A. Yes, sir.

Q. Did you see any officer or person of authority from the company there? A. No, sir.

Q. What were they talking about?

A. Well, they were discussing means of raising a fund to pay our lawyers.

Cross-Examination.

By Mr. Langsdale:

Q. Now, that was the 24th of May, 1937, that you went to St. Joseph to make this setup?

[fol. 3022] A. The 24th of March.

- Q. And you went there for what purpose?
 A. To get some machines ready to start the factory.
 Q. Did the committee go, too, the committee chairmen?
 A. What committee chairmen?
 Q. Of the Donnelly Garment Workers' Union?
 A. There wasn't any such thing as the Donnelly Garment Workers' Union then.
 Q. Where was the plant in St. Joseph located?
 A. It was in the Brittens Building between—it was on the corner of Third and Jule.
 Q. They were just opening it up? A. Yes, sir.
 Q. They hadn't any plant up there until that time?
 A. Oh, yes.
 Q. They had had a plant there? A. Yes, sir.
 Q. What was it they were opening up?
 A. Opening up the factory up there.
 Q. Opening the factory?
 A. Yes, sir. It had been closed up to that time.
 Q. For how long?
 A. Since 1934. I believe it was the year before.
 Q. You left St. Joseph at what time?
 A. About four o'clock.
 [fol. 3023] Q. How did you leave there? A. In my car.
 Q. You came back what highway? A. 71.
 Q. Where did you live at that time?
 A. I lived at, I believe it was 4821 Cypress.

.

- [fol. 3024] Q. What were you going by the plant for at that time of the evening, after the plant had shut down?
 A. I came in to get some machines lined up so the truck driver could bring them up to me the next morning.
 Q. The plant wasn't in operation at that hour of the day, was it? A. No, sir.
 Q. How long did this meeting remain in session?
 A. Well, I can't say as to that, because I wasn't there when it started. It was over at about a quarter of 6, I imagine. I never asked the time on it.
 Q. How long did it last after you got there?
 A. I imagine 20 or 25 minutes.
 Q. And it had been going on some time before you got there?

A. Evidently not some time. It had been going on a short time. I got in shortly after it opened.

Q. Who was in charge of the meeting?

A. I believe Miss Todd was.

Q. What part of the room were you in while you were at the meeting?

A. I was close to the freight elevator, approximately in the center of the room.

Q. Standing up? A. Yes, sir.

.

[fol. 3025] By Mr. Leary:

Q. Was this the first trip you had ever made to St. Joseph for the company? A. No.

Q. You had made a lot of them?

A. Yes, I had made a lot of them. I have been at the plant every time they opened one up there.

Q. How many times did you go up there in 1937?

A. I can't tell you. I would go back and forth most every night—every day I was up there I drove back and forth after I got the factory going.

Q. What was the date of your first trip to St. Joseph in 1937? A. 24th of March, 1937.

Q. That was the first time? A. Yes, sir.

Q. When did you return from your second trip to St. Joseph?

A. The second trip? I think I came in the end of the week.

Q. What date?

A. It was along about the first or second day of May—April, that I came back.

Q. Have you checked any records to tell you this was the 30th of the month, Tuesday? A. Yes, I have.

Q. What records do you have?

A. I have my book I always keep for my own personal [fol. 3027] record. When I am out of town like that on a job I put down the dates and the day I received my equipment, or whatever I might have received, in that book, and then I consult a calendar along with my book, and that is how I came to have it.

Q. Have you that book here? A. Yes.

Q. May I see it, please?

(Thereupon the book referred to was handed by Mr. Patten to Mr. Leary.)

Mr. Leary: No further questions.

.

Mr. Tyler: I would like to call Mr. Baty for a couple of questions.

LEE BATY, a witness called on behalf of intervener, Donnelly Garment Workers' Union, having been previously duly sworn, was examined and testified further as follows:

Direct Examination.

Mr. Tyler: Mr. Baty, did Ellen Fry or Glynn Brooks or Mamie Tubbesing, or any or either of them, apply for reinstatement or for jobs at the Donnelly Garment Company [fol. 3028] in July, 1935, or any time after that, either personally or through the International Ladies' Garment Workers' Union?

Mr. Langsdale: Just a minute. What is the intervener's interest in this?

Mr. Tyler: My interest is, the complaint includes, in one of its clauses, the claim that the company has dominated this union by refusing to reinstate workers who were either members of the International Ladies' Garment Workers' Union or not in sympathy with the employers' plans.

Trial Examiner Batten: Is there any objection?

Mr. Lansdale: No.

A. They did not.

Mr. Tyler: Since July, 1935, has the plan of operation of the business been such that if these people had applied for work it naturally would have come to your attention?

A. Yes.

.

[fol. 3037] ELLA MAE HYDE, a witness called by and on behalf of intervener, Donnelly Garment Workers' Union, having been previously duly sworn, was examined and testified further, as follows:

Direct Examination.

By Mr. Tyler:

Q. Mrs. Hyde, did Glynn Brooks ever apply to you for work in the Donnelly Garment Company in January or February, 1938, or at any time since then?

[fol. 3038] A. She did not.

Q. Has your desk ever been on the fifth floor of the building in which the Donnelly Garment Company is located? A. Never.

Mr. Tyler: That is all.

Trial Examiner Batten: Mr. Stottle?

Cross-Examination.

Mr. Stottle: Did you have a conversation with Glynn Brooks at all, that you remember, in January or February of 1938?

A. I have never seen Glynn Brooks.

[fol. 3041] Mr. Tyler: It is admitted by attorneys for the Board, the International Ladies' Garment Workers' Union, the respondent, and the intervener, that Arch S. Welch, if present in court, would testify that the 37 photographs which I now hand the stenographer are photographs taken by him on the afternoon of Friday, July 9, 1937, of 37 sheets of paper, each containing an affidavit signed by a number of individuals and acknowledged before a notary public, the whole bound together under a cover which was stamped indicating that it had been filed with the National Labor Relations Board on June 7, 1939;

and that he made photographs of such sheets of paper bound together under that exhibit stamp;

and that these photographs are photographs of each page, and nothing else, and that there are no alterations, [fol. 3042] subtractions, additions, or changes.

I now offer in evidence the exhibit, which I will ask the stenographer to mark intervener's exhibit No. 18, lettering it from A to whatever that results in.

(Thereupon the photographs above referred to were marked for identification "Intervener's Exhibit No. 20-A to 20-KK, inclusive.")

Mr. Tyler: That is an affidavit for an election.

Trial Examiner Batten: You are offering these?

Mr. Tyler: Yes, sir.

Trial Examiner Batten: Any objection?

Mr. Leary: I don't understand the purpose of the offer.

Mr. Tyler: It goes to the choice and free will of these employees of the Donnelly Garment Company, and as to whether they were dominated by their employer or not in forming the Donnelly Garment Workers' Union.

Mr. Leary: I submit, Mr. Examiner, that is an improper way of trying to show such testimony. There is no showing that the witnesses are not available.

Trial Examiner Batten: I don't suppose that the witnesses are available, because I did advise the respondent and the intervener I didn't want them to call all of the employees down here and ask them the very questions that are in these exhibits. I presume that is why the witnesses are not here.

[fol. 3043 Trial Examiner Batten: I understand. Just the [fol. 3044] one matter of the free will and choice of the employees.

Mr. Tyler. Yes.

Mr. Ingraham: Yes, I think it covers the free choice of the employees.

Trial Examiner Batten: My thought is this, if this covers the matter of the free choice of the employees, while I have my very serious doubts as to how material it is to this case, as I have indicated before—I mean, having the employees all come in here and be sworn and testify, and so forth, I would have no objection to receiving this if it covers the respondent's and the intervenor's offer of proof on this question of free will.

Mr. Tyler: On that point, it will cut down the amounts of the offer of proof I made in the future with reference to these other matters, the meetings of March 18, March 30, and April 27, and I so offer it.

Mr. Ingraham: Your Honor, I don't like to have this substituted for the offer of respondent.

Trial Examiner Batten: It is not substituted. I am not asking for any substitution.

Mr. Langedale: You don't want it substituted for what?

Mr. Ingraham: I said I didn't want it substituted for our offer.

Trial Examiner Batten: It will not be received. You may incorporate it in the offers of proof if you want to.

[fol. 3045] Mr. Ingraham: We have made an offer—

Trial Examiner Batten (Interrupting): I say, this is refused, and if any of the parties want to incorporate the material in an offer of proof, you may do so.

[fol. 3053] MRS. MARTHA GRAY, a witness called by and on behalf of the International Ladies' Garment Workers' Union, being first duly sworn, was examined and testified as follows:

Direct Examination.

By Mr. Langsdale:

Q. Will you state your name?

A. Mrs. Martha Gray.

Q. Where do you reside, Mrs. Gray?

A. St. Regis Hotel, Lindwood and Paseo.

Q. What do you do?

A. I am employed by the Donnelly Garment Company.

Q. In what department?

[fol. 3054] A. I work in the retail store.

Q. How long have you been there, in the retail store?

A. Seven years.

Q. Is that your first employment with the Donnelly Garment Company? A. Yes, sir.

Q. Mrs. Gray, I call your attention to a document which has been marked Board's exhibit No. 2 and ask you to read the article in the right-hand column headed by the words "Nine Hundred Join Loyalty League."

A. You want me to read it?

Q. I want you to read this (indicating on exhibit), and this continuation of it (indicating on exhibit).

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Q. Does that article "Nine Hundred Join Loyalty League" refresh your memory as to matters that occurred on the occasion mentioned? A. Yes.

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[fol. 3055] Q. It says here, "February 5, on the instigation of Mrs. Gray and Mrs. Strickland, about forty-six employees, representing as nearly as possible the entire factory, met at the home of Mrs. Gray." Is that correct?

A. Some of them met there.

Q. (Continuing reading) "They decided to sound out the personnel on the forming of the League." Is that correct?

A. Well, there had been talk, and that came out there. I don't know anything about that.

Q. It says, "Mrs. Gray opened the meeting with an account of what had been done and will be done. She displayed a drawing of a tentative pin and explained the meaning of the word 'Loyalty' as it pertains to the League's purposes." Is that true?

A. That didn't take place at my home.

Q. Did it take place at another meeting?

A. I suppose so. I thought you were asking me about the meeting at my home.

Q. It says, "Mrs. Gray displayed the drawing of a tentative pin." Did you do that?

A. Certainly not at my home.

Q. Was there a mass meeting which followed the [fol. 3056] meeting of your home?

A. As I recall it.

Q. (Continuing reading.) "Cards were passed out to 900 employees and all but 11 were signed and returned." Do you remember that?

A. No, I can't say that I do. I don't know much about that.

Q. (Continuing reading) "Because of the overwhelming response, a constitution was drafted." Is that correct?

A. Well, I know nothing about it.

Q. Have you that constitution? A. I have not.

Q. You have never seen it?

A. I have not.

Q. Do you know where it is? A. I do not.

Q. Then it says, "Mrs. Gray opened the meeting with an account of what had been done and will be done." Is that correct?

A. I don't remember presiding at any meeting. I think we had a meeting there. I do remember something about the word "Loyalty," spelling it out, but I don't remember such as that.

Q. Did you open the meeting?

A. To the best of my knowledge, I did not, but it is very indistinct in my memory.

Q. It says Herbert Mutchler was there. Who was Herbert Mutchler?

[fol. 3057] A. He was an employee.

Q. (Continuing reading.) "Herbert Mutchler was asked to act as temporary chairman. He read a pertinent editorial from the February issue of Liberty magazine."

Do you remember what the editorial was about?

A. No, I don't.

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Mr. Langsdale: I offer from the February 16th issue of the Liberty magazine the only editorial in that magazine. I do not offer anything except the one-page editorial.

Mr. Ingraham: We object. It is immaterial to any issue in this case. There is no showing that this is the editorial referred to.

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[fol. 3058] Mr. Tyler: We object. There is no showing this is the editorial that was read.

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Trial Examiner Batten: I don't know why you don't all agree that this should go in. I suppose the only question is whether or not this is the thing that was read at the meeting; is that it?

Mr. Langsdale: The article says it was read, and this article is in.

Trial Examiner Batten: Mr. Langsdale, I think you are getting pretty close to the matter I have asked the respondent and the intervener not to go into in this case.

Mr. Langsdale: What is that?

Trial Examiner Batten: The matter of what goes on where one union starts to organize, and there are strikes, and so forth.

Mr. Langsdale: That is not the purpose of it, if the Examiner please. They have paraded a number of witnesses before the Examiner to the effect that this is purely a social organization, organized only to give dances, tea [fol. 3059] parties, card parties, and things like that. At this organization meeting this was read and—

Trial Examiner Batten (Interrupting): What exhibit have you there?

A. I have Board's exhibit No. 2.

Mr. Tyler (Interrupting): This witness didn't say an editorial of that date was read.

Mr. Lane: There is no showing who wrote this article, Board's exhibit No. 2, or that it was accurate.

Mr. Langsdale: It is in evidence now.

Trial Examiner Batten: It is a Nelly Don Athletic Association bulletin?

Mr. Lane: It has no bearing here.

Trial Examiner Batten: It must have some or it wouldn't have been admitted.

Mr. Lane: It was over our objection.

Mr. Tyler: There is no evidence that the Donnelly Garment Workers' Union or the Nelly Don Loyalty League had anything to do with that publication, regardless of who got it out.

Trial Examiner Batten: Of course, there is the allegation [fol. 3060] in here, I believe, that the Loyalty League is a labor organization—in the complaint.

It will be received for whatever value it has.

(Thereupon the editorial above referred to was marked for identification "I. L. G. W. U. Exhibit No. 19," and received in evidence.)

[fol. 3061] Mr. Langsdale: And it is further agreed, is it not, Mr. Tyler, that this is the only editorial in the Liberty magazine for February 16, 1935?

Mr. Tyler: I said, apparently it is. Perhaps I should make a study of the magazine.

Mr. Langsdale: Do you want to do it over the recess?

Mr. Tyler: Yes, I will admit that that is the only editorial in that exhibit.

Mr. Shepard: It is admitted.

Mr. Langsdale: Counsel for all parties admit that I. L. G. W. U. exhibit No. 19 is the only editorial in the Liberty magazine for February 16, 1935, and that that page may be taken from the magazine and offered the same as though the entire magazine were offered.

I offer I. L. G. W. U. exhibit No. 19.

[fol. 3062] Mr. Shepard: Respondent is making the same objection previously made.

Trial Examiner Batten: Subject to the objection both parties have made, it is received.

Is that all, Mr. Langsdale?

Mr. Langsdale: That is all until tomorrow morning.

Mr. Tyler: I would like to move to strike out all of the rebuttal testimony offered by Mr. Langsdale from Mrs. Gray, on the ground that there is no evidence that she was acting on behalf of the Donnelly Garment Workers' Union or The Donnelly Garment Company, and that nothing said or done at that meeting could in any way bind the respondent or the intervener.

Trial Examiner Batten: The motion is denied.

[fol. 3075] MAY FIKE, a witness called by and on behalf of the International Ladies' Garment Workers' Union, being first duly sworn, was further examined and testified as follows:

Direct Examination.

By Mr. Langsdale:

Q. Mrs. Fike, you have been previously sworn and testified in this case? A. Yes.

Q. Your name is May Fike? A. Yes.

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[fol. 3077] Q. Mrs. Fike, you first went to work there in what year, did you say?

A. In 1926 or 1927, I am not sure which.

Q. Was there ever any change, as far as you knew, in the duties of the instructors at the Donnelly Garment Company plant from the time you went to work there in 1926 or 1927 up to the time you left there in May, 1937?

Mr. Tyler: Just a minute.

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[fol. 3078] Mr. Tyler: I object that she is not in a position to testify to what the duties were of the instructors at the Donnelly Garment Company plant.

Mr. Ingraham: Respondent makes the same objection.

Trial Examiner Batten: She may answer. Objection overruled.

A. Not as far as my orders were concerned.

.

By Mr. Langsdale:

Q. From whom did you receive your orders up to the time you left in 1937? A. The instructor.

Q. Did you ever receive any order or direction at any time from Mr. Baty? A. Never.

Q. Or from Mrs. Hyde? A. No, sir.

Mr. Langsdale: That is all.

[fol. 3079]

Cross-Examination.

By Mr. Ingraham:

Q. Mrs. Fike, did you testify previously that the rest of the operators in your section took their vacations a week after you had taken yours?

A. I didn't know the exact time.

Q. Didn't you make that statement, though?

A. I said it was a week or ten days. I don't know what my answer was, exactly, but I do know it wasn't over two weeks—that I understood the vacations would be taken—that was my understanding.

Q. I am asking you whether or not you said the other operators took their vacations within a week or two weeks after you had taken yours?

A. I don't know whether I said that or not, because I didn't know.

Q. So, if you said it, the answer you made wasn't true?

A. The understanding was—

Q. (Interrupting) Just answer the question, please. If you made such a statement, that the other operators took their vacations within a week or two weeks after you took yours, that answer wasn't true?

Mr. Langsdale: Just a moment. I object to that as argumentative, and for the further reason that she now says she doesn't know when they took them.

Trial Examiner Batten: She can say that if she did [fol. 3080] answer a certain way, whether it was true or not.

Mr. Langsdale: Did she mean to answer that way?

Mr. Ingraham: Was it true or not?

A. Well, if I answered it that way, I could have been mistaken. I don't know how I answered it.

Mr. Ingraham: Then, it wasn't true, if you answered it that way?

Mr. Langsdale: I object to that. This witness does not now know when they took their vacations.

Trial Examiner Batten: The record is clear.

(Addressing the reporter.) Will you get the record?

(Thereupon the transcript of the previous proceedings in this matter was produced by the reporter and examined by the respective attorneys.)

Mr. Ingraham: Mr. Examiner, I think the record will show whatever she said, and I am willing to go ahead. We can't find that right now.

Trial Examiner Batten: We will proceed, then, and if you find it—Mrs. Fike, will you remain here?

The Witness: Yes.

By Mr. Ingraham:

Q. Mrs. Fike, did you ever hear any official of the company give any orders to instructors? A. No, sir.

Q. Did you ever see any written instructions that were given to instructors by the management?

[fol. 3081] A. I have seen them hand lots of things—I didn't know what was in them.

Q. And you do not know what orders the management gave the instructors at any time, do you?

A. I know only what instructions I got, and where from.

* * * * *

EDNA LUCAS, a witness called by and on behalf of International Ladies' Garment Workers' Union, being first duly sworn, was examined and testified as follows:

Direct Examination.

By Mr. Langsdale:

Q. Will you state your name, please?

A. Edna Lucas.

Q. Where do you live? A. 2716 Harrison.

* * * * *

[fol. 3082] Q. Are you a member of the International Ladies' Garment Workers' Union? A. No, sir.

Q. Are you working on a permit there?

A. Yes, sir.

Q. But at one time did you work for the Donnelly Garment Company? A. Yes, sir.

Q. When did you go to work for that company, if you recall?

A. I went to work there in the year of 1933; I don't know the date.

Q. When did you sever your connection with that company? A. I beg your pardon.

Q. When did you quit, or when were you discharged or whatever— A. I was fired, I guess.

Q. When? A. March 8, 1937.

Q. During all of the time that you were there from whom did you receive your instructions?

A. From Pearl Atchinson, my instructor.

Q. And any orders, instructions or directions you got came from whom?

[fol. 3083] A. From my instructor.

Q. And when you left there, on March 8, 1937, who told you about it, and what did she tell you?

A. Pearl Atchinson told me I was wanted in the office, Miss Ella Mae's. So, I went up to the office and she told me not to come in the following morning, to call in.

Q. Prior to that time did you hear your instructor, Pearl Atchinson, say anything with reference to what might happen there?

A. Yes, I did. I went in one morning and turned up my machine and started to go to work, and she said to this other lady that there [there] three girls there that were giving her trouble and she was going to get rid of them.

Q. To whom did she say that?

Mr. Ingraham: I object to that. It is not binding on the respondent, as to what Pearl Atchinson said.

Mr. Tyler: I object to this line of questioning as improper rebuttal.

Trial Examiner Batten: How is this rebuttal, Mr. Langsdale?

Mr. Langsdale: It shows who was giving instructions— The first time any evidence was produced here to show there was any change in the duties of instructors was when Mr. Baty took the stand.

Trial Examiner Batten: There was no objection as to Mrs. Fike, about whether there was any change when she [fol. 3084] was there.

Mr. Langsdale: I am asking this witness the same thing.

Trial Examiner Batten: I am talking about, with reference to this last question.

Mr. Langsdale: This is only an individual piece of testimony to show who was, as a matter of fact, getting rid of the girls down there.

Trial Examiner Batten: I will sustain the objection on this question.

Mr. Ingraham: And I move to strike the answer.

Trial Examiner Batten: It may be stricken.

Mr. Langsdale: Was there any change, as far as you observed, in the authority of the instructors from the time you went to work there in 1933 until you left on March 8, 1937? A. No, sir.

Mr. Tyler: I object that this witness cannot tell by observation whether there was any change in the authority of the instructors.

Trial Examiner Batten: I presume she is answering us to what she knows.

By Trial Examiner Batten:

Q. Were you an operator there? A. Yes, sir.

Q. You mean by your answer—As far as you know, was there any difference in the way the instructor treated you, [fol. 3085] or in the instructions she gave you between 1933 and 1937? A. No, sir.

By Mr. Langsdale:

Q. Did you ever receive any instructions from anybody but your instructor down there? A. No, sir.

Q. Or any orders or directions? A. No, sir.

Cross-Examination.

By Mr. Ingraham:

Q. Did you work steadily for the Donnelly Garment Company from 1933 to 1937?

A. No, sir, I didn't. I worked during seasons, but I worked steadily one year. I drew one vacation check.

Q. What year was that? A. I think it was in 1937.

Q. Now, did you receive your instructions as to how to sew from the instructors?

A. Well, I did nothing but hem, and I knew how to put hems in.

Q. Did the instructor show you how to do that?

A. No, sir. I knew how to do it when I was put at the machine. She just gave me the work, and I put the work in.

Q. And the instructor never showed you anything about how to sew, the new workings, or anything of that kind?

A. Well, a hem is just the same.

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[fol. 3087] LULU CHAMBERS, a witness called by and on behalf of the International Ladies' Garment Workers' Union, being first duly sworn, was examined and testified as follows:

Direct Examination.

Mr. Langsdale: State your name, please.

A. Lulu Chambers.

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[fol. 3088] Q. Did you at one time work for the Donnelly Garment Company? A. I did.

Q. When did you first go to work there?

A. About 1928.

Q. When did you last work there?

A. March, 1937.

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[fol. 3089] Trial Examiner Batten: Just a moment. I want it understood that this testimony only goes to the point about change, as far as orders and instructions are concerned.

Mr. Langsdale: That is what I intended to elicit.

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[fol. 3090] Mr. Ingraham: Of course, Your Honor, I didn't know the names of the witnesses or what they were going to testify to, other than, as I understood, they were going to be offered to show there was no change made by Mr. Baty.

Trial Examiner Batten: That was my understanding, that that was the only reason for calling these witnesses.

Mr. Langsdale: That was it.

[fol. 3091] By Mr. Langsdale:

Q. You received your orders and directions during that entire time from your instructor? A. Yes, sir.

Q. During all of those years, in the same manner?

A. Yes, sir.

Cross-Examination.

By Mr. Ingraham:

Q. Did you work steadily at the Donnelly Garment Company from 1928 to 1937?

A. No. I worked seasonally until in 1932. Then, in 1936 I was out.

Mr. Langsdale: Wait a minute.

Mr. Langsdale: That was from 1932 on?

A. Yes.

By Mr. Ingraham:

Q. You worked steadily? A. Yes.

Q. Then, what happened in 1936?

A. I was out for my vacation, and I called in and asked for additional time, which they let me have, and then they [fol. 3092] called me back, and then I was laid off in March.

Q. Did the instructors show you how to perform the different operations?

A. Yes, when I first went there. But I hemmed all of the time, and, of course, after I learned it I didn't have to have any more instructions.

Q. After you learned to hem, from then on the instructor didn't assist you in any way.

A. No, only to tell when we needed to put in a narrow hem, a wide hem, or something of that kind.

Q. When you were called back to work, was that done by Mrs. Hyde? A. Yes.

Q. And when you were laid off, was that done by Mrs. Hyde? A. Pearl Atchinson—

[fol. 3093] When did you ever hear Mrs. Wherry tell an instructor what her duties were?

A. She would stand, sometimes—

Q. (Interrupting) When? What year?

A. It happened practically any time anything would come up.

By Mr. Tyler:

Q. Were you talking about Mrs. Wherry giving instructions to the instructors about what they should do, or to the operators? A. To both of us.

Q. You heard her, did you? A. Absolutely.

Q. On what occasion did you hear her give instructions [fol. 3094] to the instructor?

A. At different times when we would be talking.

By Mr. Tyler:

Q. Did you testify there was a change in that while you were there or not?

A. No. I don't think there was any change during the entire time I was there. Mrs. Wherry would give the instructors orders about us talking, and different things that would come up in the work.

CLARE SILVEY, a witness [call] by and on behalf of the International Ladies' Garment Workers' Union, being first duly sworn, was examined and testified as follows:

[fol. 3095]

Direct Examination.

Q. Were you ever employed by the Donnelly Garment Company? A. I was.

Q. When did you first go to work there?

A. It was in 1933 sometime.

Q. When did you last work there? A. 1937.

Q. During the entire time that you were there, between the date when you went to work in 1933 and the date when you left in 1937, did you ever observe any change in the conduct or authority of the instructors?

A. No, I did not.

[fol. 3096]

Cross-Examination.

By Mr. Ingraham:

Q. Did you work steadily from 1933 to 1937?

A. Well, I was off during seasonal layoffs.

Q. Were you not an extra?

A. No. I had worked there—if I hadn't been laid off I would have gotten my vacation with pay that year.

Trial Examiner Batten: You mean, in 1937?

A. Yes. I had worked right straight on through.

By Mr. Ingraham:

Q. Did your instructor show you how to perform the operations that you made on the garments that you were sewing on?

A. When I first went there she did.

Q. How long after you were there did she do that?

A. Well, about a month, I guess.

Q. Just a month? A. Yes.

Q. And from that time on your instructor never showed [fol. 3097] you how to perform any operations on this sewing?

A. Well, you see, I was a hemmer, and we had a punch on our hem for a 1-inch, 3-inch, or whatever size hem we put in the dress, and we had so much to turn under. That is what I did, was hemming.

Q. Did you ever hear Mrs. Reed, Mr. Baty, or Mrs. Reeves talk to any of the instructors about their duties?

A. No, I didn't.

[fol. 3099] Mr. Leary: I want to present in writing my oral motion of yesterday to amend the amended complaint by inserting paragraph (p) again.

And, in connection with that, I have an amendment to the offer of proof, of Board's exhibit No. 30, prepared in writing, which I will not ask to be marked or identified now, because I desire to have Your Honor's ruling, when you are prepared to give it, upon the motion to amend the complaint:

Trial Examiner Batten: I don't intend to make any ruling more than to say that when all of these offers of proof are put in, all of the motions, and so forth, I intend to go over all of them and make a ruling, which will be served on all of the parties.

[fol. 3100] Mr. Leary: In that event, then, I will put into the record in writing my oral motion of yesterday to amend the complaint.

Trial Examiner Batten: I don't think it is necessary. I didn't request that it be in writing. The rules state it may be made in writing or orally.

Mr. Leary: I am required to do it, Mr. Examiner.

Trial Examiner Batten: Well, you may do it, but I have not requested it. I have stated it may be made either orally or in writing.

Mr. Leary: Well, I have it in writing. I am asking for an exhibit number for it.

Trial Examiner Batten: I presume the reporter can assign you one.

Mr. Stottle: Respondent desires to object—

Trial Examiner Batten (Interrupting): It isn't offered yet.

Mr. Leary: In connection with this exhibit, which we are without a number for now, I desire to offer an amendment to the offer of proof, Board's exhibit No. 30, with attached exhibit D.

Mr. Stottle: Respondent objects to the offer of proof on all the grounds which we have heretofore suggested to (o) and (p). And also make the further objection that if the Examiner should receive this new offer of proof, that we [fol. 3101] would have to recall Mr. Baty, who was on the stand when the matter came up and was not permitted to go ahead and answer questions on that subject.

Trial Examiner Batten: Are you offering that offer of proof now?

Mr. Leary: I was going to ask to have it marked first, and then I intended to offer it right away.

Trial Examiner Batten: You are not going to offer it, are you, until after your amendment has been marked? There is nothing to base it on, is there, until that is done? However, you may offer it.

Mr. Leary: I would prefer to get it into the file. I don't think, Mr. Examiner, full consideration can be given to the motion to amend unless we have the offer of proof in connection with it.

Trial Examiner Batten: If you make an offer of the offer of proof before the other has been marked, how could I receive it, under that consideration—because it doesn't apply to anything. If you offer that first, what does it apply to?

Mr. Leary: Can't we have a number now for the motion to amend? Don't you have the number?

Trial Examiner Batten: We will take care of that.

Mr. Stottle: Mr. Examiner, if numbers are going to be assigned to these motions and offers of proof when re-[fol. 3102] spondent is not here to enter objection—

Trial Examiner Batten (Interrupting): Now, Mr. Stottle, there is no intention of proceeding in such manner. If you are even intimating that such a thing is going to be done, I certainly want to take exception to that.

Mr. Stottle: I didn't mean to put in the manner the Examiner has stated, but we would like to have an opportunity to make objections when the offer of proof and amendments are put in.

Trial Examiner Batten: You certainly will, Mr. Stottle. I asked Mr. Leary to delay the matter until I have passed on some other matters.

Do you have any other motions, Mr. Leary, besides the one to amend the complaint, and the offer that accompanies it?

Mr. Leary: No, I haven't.

Trial Examiner Batten: Mr. Ingraham, have you any motions?

Mr. Stottle: Mr. Examiner, we desire to renew our motion to dismiss, which I think was marked Board's exhibit No. 1-FFFF, and related to the whole complaint; and, also, renew our motion to dismiss each and all of the paragraphs in the complaint, which is Board's exhibit No. 1-GGGG.

Trial Examiner Batten: Do you have any further motions, Mr. Stottle or Mr. Ingraham?

[fol. 3103] Mr. Tyler: Intervener renews its motion to dismiss as heretofore filed.

Trial Examiner Batten: The numbers in Board's exhibit No. 1 have been assigned up to 1-SSSS, so the amendment to the complaint, Mr. Leary, which you submitted awhile back will be 1-TTTT; and, having reserved my decision on it when it was made orally, I will not dispose of it any further at this time.

(Thereupon the amendment to the complaint was marked for identification "Board's Exhibit No. 1-TTTT," and received in evidence.)

Trial Examiner Batten: And your offer of proof is an amendment to Board's exhibit No. 30?

Mr. Leary: That is correct.

Trial Examiner Batten: It will be received, but not as evidence, of course, until it is passed upon by the Examiner, and it will depend upon the amendment 1-TTTT. [fol. 3104] If 1-TTTT is rejected, that will automatically dispose, of course, of the offer of proof to Board's exhibit No. 30.

[fol. 3105] Trial Examiner Batten: There are several matters I would like to have the attorneys make careful notes on so that there won't be any slip-up when the time comes for the Examiner to review the record.

Mr. Tyler, as I understand, you are not going to submit any of the N. R. A. testimony?

Mr. Tyler: That is correct.

Trial Examiner Batten: Now, the Judge Miller case testimony which you submit, I would like to have you mark it N. R. A.-Judge Miller case No. 8.

Mr. Tyler: N. R. A.-Judge Miller case exhibit No. 8.

Trial Examiner Batten: That is right. That, then, will, of course, cancel the following numbers which were assigned previously to the N. R. A.-Judge Miller case exhibits: 12, 4, and 16.

Now, that testimony, Mr. Tyler, you will have up to and including Wednesday, July 19, to prepare, and you will serve it, of course, upon the other parties, and you will serve the original at the reporter's office; she will give you the address. And you will mail to the Trial Examiner, in care of the National Labor Relations Board, in Washington, one copy of the testimony.

Mr. Tyler: Should that original show receipt of service by these other people, or will it be assumed that it has been served on them?

[fol. 3106] Trial Examiner Batten: You may do that if you care to. I haven't required it in other instances.

With respect to the offers of proof, Mr. Tyler, you have several of those to make, and you will mark them all No. 1-RRRR, and the original will be delivered to the reporter's office by Saturday noon, July 22; and you will serve copies upon the other parties, and you will forward to me three copies of the offers of proof, one for my record and two for the Board's record. That will be sent to the Examiner, in care of the Board, at Washington, D.C.

Mr. Tyler. That will be addressed to you personally, in care of the Board?

Trial Examiner Batten: That is right. With respect to any rebuttal that any of the parties have to the written testimony in the N. R. A. or the Judge Miller case, that will all be marked, no matter whose rebuttal testimony it is—you will indicate on the first page whose rebuttal it is, respondent's rebuttal, Board's rebuttal, or intervener's rebuttal, and that will all be marked N. R. A.-Judge Miller case exhibit No. 17.

Now, that must be in the hands of the reporter at her office by noon Saturday, July 22.

Mr. Ingraham, as I understand it, you have no offer of proof to make on part A of the answer, those being jurisdictional matters?

[fol. 3107] **Mr. Ingraham:** That is correct.

Mr. Langsdale: You say it must be in Washington by Saturday, June 22?

Trial Examiner Batten: No. In the reporter's office.

No. 1-SSSS, when prepared, will be the rulings of the Trial Examiner on all pending matters, which will be forwarded to the Regional Director in Kansas City for service on all of the parties.

Mr. Langsdale: Must this rebuttal be sent to you, also?

Trial Examiner Batten: Yes. I would like to have one copy of the rebuttal testimony forwarded direct to me.

Now, all of these delayed exhibits, as I stated before, are to be filed with the reporter on or before noon, Saturday, July 22.

As I understand it, Mr. Tyler, you will recall when Mr. Ingraham made his offers of proof with respect to the matters which the Trial Examiner stated he would not want to receive any further testimony on, that at that time it was understood that the offers of proof are to cover only those matters which are repetitious and cumulative, outside of the item of violence, and the things that go with that, the effect which that had upon the minds and the actions of the employees at the Donnelly Garment Company. Is that correct?

Mr. Tyler: I am not sure I understand you. My offer of proof has about seven matters which it is entitled to cover, and one of those is the effect on the minds or attitudes of the Donnelly garment workers employees.

Trial Examiner Batten: My point is, only one of those matters, which has two parts, is a matter upon which I have received no testimony. Isn't that correct?

Mr. Tyler: Which one is that?

Trial Examiner Batten: The matter of violence and mental attitude of the employees, their reaction to the violence, and so forth. In other words, whatever we discussed, Mr. Stottle, at the time you made your offers, which was agreed to by the respondent. That is what I am getting at. Your offer will be upon the same basis. That is, it is not supposed to include new testimony—I mean, new matters.

Mr. Tyler: No. The matters specifically excluded by your rulings.

Trial Examiner Batten: Yes, except for the one, of course, that I receive no testimony on. That, of course, can be as broad as you want to make it.

Mr. Tyler: You are not restricting me as to the number of people I say would testify, but only that no new subjects may be gone into?

Trial Examiner Batten: I am not restricting you to anything you put in the offer, but I want you to understand—does not include new matters.

One other thing, in view of the fact that the offers of proof which have been offered, practically all of them have [fol. 3109] been offered at the request of the Examiner. The attorneys may make such objections to those offers as you care to. If you do not care to make an objection to an offer of proof, it is not necessary that you do it, because, having requested the offers of proof, the Examiner feels it is his obligation to pass on those offers.

Mr. Stottle: Mr. Examiner, you mean we could make those objections in writing and mail them in?

Trial Examiner Batten: That will all have to be in the hands of the reporter by Saturday noon, July 22, and the originals and copies mailed to me.

Mr. Langsdale: If we prepare objections to the offers of proof in writing will they have an exhibit number?

Trial Examiner Batten: I think I stated that all objections would—

Mr. Langsdale (Interrupting): You said the offers of proof will be 1-RRRR.

Trial Examiner Batten: I think I had better assign a different number for any objections which might be filed. That would be 1-UUUU, Mr. Langsdale. I am glad you called that to my attention, because I thought I had one for that.

Mr. Langsdale: Is that for all parties, the objections of all parties, 1-UUUU?

Trial Examiner Batten: Yes. The thing that I want to impress upon everybody is that all of these delayed ex-[fol. 3110] hibits, if they are not in the hands of the reporter by Saturday noon, July 22, when the record of the transcript and the exhibits are forwarded to Washington, it means they just will not be included in the record, so I want to impress upon you the importance of having it here.

Mr. Lane: May I make this inquiry? We have offered as intervenor's exhibit these 37 pages of affidavits, which were rejected. In making an offer of proof on that subject will we assume that they are now part of the record?

Trial Examiner Batten: You don't need to assume it, Mr. Lane. All rejected exhibits are bound in a separate binding and are part of the record.

Mr. Lane: So, we may refer to it?

Trial Examiner Batten: You may refer to it as intervenor's rejected exhibit—whatever it is.

There was one other matter you, Mr. Leary, and Mr. Ingraham, had with reference to some payroll matters.

Mr. Ingraham: We will take care of that.

Trial Examiner Batten: What do you mean, you will take care of it? You mean you may yet want to use Board's exhibit No. 28, which was reserved for the payrolls?

Mr. Leary: Yes.

Trial Examiner Batten: In connection with that, Mr. Ingraham, is it understood that you are going to submit certain payrolls to Mr. Leary?

[fol. 3111] Mr. Ingraham. Yes.

Trial Examiner Batten: If he cares to have photostats made of those and made a part of the record, as Board's exhibit No. 28, you have no objection to their receipt?

Mr. Ingraham: I think the payroll is immaterial to any issue in this case. I don't want to say I have no objection to the introduction of that evidence. I am going to bring in the payrolls and if Mr. Leary wants to use them, of course that is up to him, but I would object to the materiality.

Trial Examiner Batten: Then, it had better be handled this way: Mr. Leary, if you do decide to use some of them you will mark them Board's exhibit No. 28, and they will be in the hands of the reporter, at her office, on or before July 19.

Mr. Ingraham, those payrolls, if Mr. Leary desires to use them, will be marked Board's exhibit No. 28, and will be in the hands of the reporter by Wednesday, July 19. And then, you will have until Saturday noon, July 22, to file any written objections; and if there are no objections filed, the Examiner will assume there are no objections.

Mr. Leary: In connection with the payrolls, Mr. Examiner, I haven't had an opportunity to look at them, and I don't want to be foreclosed in offering them in any other manner than the original or the photostat of them. I might find it possible to prepare—as I understand, there are only 150 names on each one of them—just prepare the 150 names, [fol. 3112] the date, and the figure, and it can all be done by a more compact method than having photostats of the payroll.

Trial Examiner Batten: I will not accept them in any form other than photostats, or a delayed exhibit, because that opens up too wide a variance. You and Mr. Ingraham might get into a discussion of what should be in and what should be out.

If you and Mr. Ingraham want to stipulate, subject to his objection as to its being material, then you may mark it Board's exhibit No. 28 and make it anything you want, as long as you two agree. But I am not going to leave a matter open in the record upon which the attorneys do not agree.

.

[fol. 3401] (Board's Exhibit 1-DDDD.)

Stipulation.

United States of America
Before The National Labor Relations Board
Seventeenth Region.

In the Matter of

Donnelly Garment Company,
and
International Ladies' Garment Workers' Union,
and
Donnelly Garment Workers' Union, Party to the Contract.
Case No. XVII-C-371.

It is hereby stipulated and agreed by the parties hereto that the evidence taken before the NRA Regional Labor Board, Twelfth District, in Case No. 160 styled "International Ladies' Garment Workers' Union, Complainant vs. Donnelly Garment Company, Respondent" or any part thereof may be offered or received in evidence in the instant proceedings with the same force as though the witnesses were personally present and sworn and so testified, subject, however, to the right of any party to make an objection that said evidence or any part thereof is immaterial, irrelevant or hearsay, or deals with matters which occurred prior to the passage of the National Labor Relations Act.

It is further stipulated and agreed by the parties hereto that the evidence taken before the Honorable Andrew Miller, United States District Judge, in the case entitled "In the District Court of the United States, for the Western Division of the Western District of Missouri. Donnelly Garment Company, et al., vs. International Ladies' Garment Workers' Union, et al., Donnelly Garment Workers' Union, Interveners, Case No. 2924" may be offered or received [fol. 3402] in evidence in the instant proceedings with the same force and effect as though the witnesses were personally present, sworn, and so testified, subject, however, to the right of any party to make an objection that said evidence is immaterial or irrelevant to any issue herein or is hearsay testimony, or deals with matters which occurred prior to the passage of the National Labor Relations Act.

It is further understood and agreed that nothing herein contained shall deny any party hereto the right to call any witness whose testimony has been taken in either of the above proceedings, either for further examination or in lieu of using such witness' testimony as incorporated in either of said transcripts, but this does not apply to offers of proof made in either of the above proceedings.

DONNELLY GARMENT COMPANY;
By Reed and Ingraham,
Its Attorneys.

INTERNATIONAL LADIES' GARMENT WORKERS' UNION,
By Clif Langsdale,
Jane Walker Palmer,
Its Attorneys.

DONNELLY GARMENT WORKERS' UNION,
By Gossett, Ellis, Dietrich & Tyler,
Its Attorneys.

DANIEL J. LEARY,
Attorney, N. L. R. B.

[fol. 3418] (Board's Exhibit 1-III.)

Date 7/7/39 — Witness

Objections and Motion to strike of Respondent to offer of Proof filed by Board and marked Board's Exhibit No. 30.

United States of America

Before the National Labor Relations Board

Seventeenth Region

In The Matter of

Donnelly Garment Company
and

International Ladies' Garment Workers' Union
and

Donnelly Garment Workers' Union, Party to the Contract.

Case No. XVII-C-371

Respondent objects to the offer of proof made and filed by the Board herein designated as Board's Exhibit 30, and referring to the testimony which it is claimed Ellen Fry, Glenn Brooks and Mamie Tubbesing would give, which testimony is set forth in Exhibits A, B, and C attached to said exhibit, and is taken from the testimony given in the N. R. A. hearing before the International Labor Relations Board, Twelfth District, in the matter of Donnelly Garment Company and International Ladies' Garment Workers' Union, Case No. 160, in the year 1935, and objects to the testimony offered to be proved by each of said witnesses, and objects separately to each and every question and answer therein set forth, and moves that the above mentioned offers of proof as to each of said witnesses be rejected, and moves that the testimony of each of said witnesses and that each and every of the questions and answers thereto be excluded and stricken and not considered as evidence in this proceeding for each and all of the following reasons, to-wit:

[fol. 3419] Because said Ellen Fry, Glenn Brooks and Mamie Tubbesing were not employees of respondent on July 23, 1937 and were not employees of respondent on or after July 5, 1935, the date of the enactment of the National Labor Relations Act, and it does not appear in their said testimony or in the evidence given in this proceeding that they were employees of respondent on or after either of said dates, or that the respondent is or was under any obligation to recall said Ellen Fry, Glenn Brooks or Mamie Tubbesing, or assign them work on July 23, 1937, or at any other time, after July 5, 1935.

That said testimony was given prior to July 5, 1935, and refers to matters which purport to have existed or occurred prior to said date, and said testimony and each and every question and answer thereof is immaterial and irrelevant to any issue in this proceeding and deals with matters purporting to have existed or occurred prior to the enactment of the National Labor Relations Act; that the conditions, acts and conversations testified to by said witnesses, if they existed or occurred, were lawful at the time they existed or occurred, and the fact, if it is a fact, that such things existed or occurred or that respondent or any of its representatives may have done or said or authorized any of such things, at the times referred to, or when same were lawful, carries no imputation and does not tend to prove that the respondent (or intervenor), or any one representing either of them, would violate or has violated the National Labor Relations Act after its enactment, or that they would or did commit, authorize or do, after the enactment of said Act, any of the acts or unfair labor practices alleged in the complaint herein, and such testimony is therefore conjectural, speculative and [fol. 3420] irrelevant as to any issue in this proceeding; and for the further reason that there is no showing that the persons testifying or referred to in said testimony had authority to bind or speak for respondent (or intervenor) at said times, or if they had such authority at said times,

there is no showing that such authority continued after the enactment of the National Labor Relations Act or that respondent handled or managed its business or the various departments thereof in the same way or by the same division of authority after the enactment of said Act as it did at the times said testimony was given or that what was said by said witnesses applies to conditions in respondent's business or the methods of handling same since the enactment of said Act and hence said testimony is too remote, is not binding upon respondent or intervenor, is immaterial, irrelevant, conjectural, and without probative value as to any of the matters here in issue; that there is no charge in the complaint of any discrimination by respondent against said witnesses or the persons referred to in said testimony; that said testimony is hearsay and states conclusions; that the Donnelly Garment Workers' Union was not then in existence or even contemplated and said testimony can have no bearing on the question of whether said union was formed, dominated or maintained by respondent or whether it represents the free will and choice of respondent's employees as their bargaining agency: that said testimony does not tend to prove or disprove any issue in this proceeding and, if received, would require extended testimony on the part of respondent and intervenor to refute such irrelevant and immaterial testimony, all of which would needlessly encumber the record; that for each and all of said reasons, the reception or consideration of said testimony in this proceeding would be improper, illegal and prejudicial to respondent and intervenor:

[fol. 3421] Respondent further objects to the second paragraph of said offer of proof and to the offer of proof made therein relating to the testimony which it is alleged Glenn Brooks would give if permitted to testify in this proceeding, for the reason that said testimony, if given, would not prove or tend to prove any of the issues in this proceeding; or to prove or tend to prove that the respond-

ent engaged in any of the unfair labor practices charged in the complaint and because same is immaterial and irrelevant to any of the issues herein and would not be binding on respondent; and it does not appear that said Glenn Brooks was an employee of the Donnelly Garment Company at the time of the enactment of the National Labor Relations Act or since said date, and it does not appear that there was any obligation on the part of respondent to recall said Glenn Brooks or assign work to her at the times referred to in said offer of proof or in the complaint; and respondent moves that the said offer of proof as to Glenn Brooks be rejected and not considered as evidence in this proceeding.

REED & INGRAHAM,
Attorneys for Respondent.

Intervenor joins in the above objections and motion.

**GOSSETT, ELLIS, DIETRICH &
TYLER,**
Attorneys for Intervenor.

July 10, 1939.

Objections are overruled and the motion to strike is denied. The Board may proceed with the evidence offered.

JAMES C. BATTEN,
Trial Examiner.

[fol. 3445]

(Board's Exhibit 1-NNNN.)

Offer of Proof.

United States of America

Before The National Labor Relations Board

Seventeenth Region.

In the Matter of the

Donnelly Garment Company,
andInternational Ladies' Garment Workers' Union,
and

Donnelly Garment Workers' Union, Party to the Contract.

Case XVII-C-371.

Respondent offers to prove each and every allegation contained in sub-division B of its Answer by the witnesses Nell Quinlan Reed, Elizabeth Reeves, R. J. Ingraham, John B. Bachofer, Marguerite Keyes, Inez Warren, Pauline Shartzter, Mary Sprofera, Nelly Stites, Ruby Rickett, Lyle Jeters, Raymond Smith, Effie Ball, George Cauthen, Flora Ruden, W. B. Rosenfield, Gordon I. Gordon, Velma Dowdy, Meyer Perlstein, David Dubinsky, Wave Tobin, Sylvia Hull and Ellen Fry, whose testimony is contained in N.R.A.-J.M.C. Exhibit 3, including documents and exhibits made a part thereof; that said testimony of said witnesses and exhibits attached thereto is made a part of this offer by reference as though set out in haec verbae.

REED and INGRAHAM,
Attorneys for Respondent.

Offer of Proof refused. See Rulings of Trial Examiner Bds. Exh. 1-SSSS.

J. C. BATTEN,
Trial Examiner.

(Board's Exhibit 1-0000.)
Offer of Proof by Respondent.
United States Of America.

Before The National Labor Relations Board.
Seventeenth Region.

In The Matter Of
Donnelly Garment Company
And
International Ladies' Garment
Workers Union
And
Donnelly Garment Workers' Union,
Party To The Contract.

Case No. XVII-C-371.

Offer Refused. See Rulings of Trial.
Examiner Bds. Exh. 1-SSSS.

J. C. BATTEN,
Trial Examiner.

Respondent offers to produce and examine the persons hereinafter named as witnesses in this proceeding if permitted to do so, and offers to prove that said witnesses, to wit:

[fol. 3447]

Ted Scoles
Cecile Ealy
Lena Tyhurst
Katie Schleicher
Lulu Nichols
Ella Mae Hyde
C. Marvin Price
Florence Strickland
Gertrude Cain
Nellie Kraft
Lillian Marks
Yolanda Prosperi
Ella Brown
Martha Gray
Frances M. Berko
Berrien E. Riley
Alice Raynor
Evelyn Burke
Edith Biot

Mary Jane Woodworth
Mary Messineo
Rose O'Leary
Pauline Hartman
Ellen Hughes
Thomas Harkness
Russell Frizell
Edwin Toms
Gerald Atherton
Rogers Pearson
Ray Brinkmeyer, Jr.
Randall Brockman
William Hall
Ralph Hootman
Margaret Turner
Doris McConkey
Edna Vining
Billie Shick
Orra Wachtel

William Dwyer
 Gene Hagberg
 Melvin McDonald
 Earl Martindale
 Goldie Grossman
 Robert Combe, Jr.
 Sam Griggs
 Paul Oliver
 Stuart Hill
 Bill Norton
 J. B. Caspersen, Jr.
 Ralph Hanford
 Jack Kenney
 Dale Bennett
 John Kleinman
 June Stites
 Ava Dean Schaeffer
 Helen Murdock
 Anne Budelovich
 Minnie Storm
 Gertrude Doyle
 Ruby Taggart
 Reba Hisle
 Mary DuPage
 Lucille Orten
 Derrell Johnson
 Dorothy DeLange
 Elisabeth Stewart
 Sarah Perry
 W. J. Stickle
 John Barry
 Dean Tutt
 Calvin Burton
 Gilbert Kemp
 John Moreland

[fol. 3448]

Dorothy Greenwood
 Alta Stevenson
 Lucinda Moore
 Hazel Jones
 Louise Robinson
 May Ingold
 Deal Head
 Helen Shumate
 Ethel Carpenter
 Eva Rockford
 Ina Davidson
 Pearl Black
 Marie Jameson
 Opal Richardson

John Hooks
 Dorothy Roberts
 W. E. Baker
 Harvey Edwards
 Birdie Baker
 W. S. Riley
 Nora Williams
 Nancy Beach
 Dora Perry
 J. C. Huey
 Roland Frost
 Ed Corbin
 Ernest Riley
 Gustav Anderson
 H. C. Morton
 Fred Harris
 Arthur Porter
 Phénias Peterson
 Joe DeCavelle, Jr.
 A. D. Scott
 H. W. McKenzie
 Robert Siney
 Roy Broman
 Bill Guerrant
 Edward Cook
 Georgia Lee Maxwell
 Gladys Bandel
 Mary Jane Ruble
 Doris Rallsback
 Peggy Hill
 Lorene Lehman
 Ivette Dixon
 Lyda Burns
 Catherine Nold
 Raydene Gedney

Florence Atkinson
 Pernice Hull
 Iris Litten
 Edith Koll
 Marie Cahall
 Virginia Waers
 Edith Shearer
 Polly Griffith
 Amy Apperson
 Dora Mattox
 Orpha Renner
 Irene Ross
 Opal Halliday
 Grace Hamilton

Gladys Rudd
 Naomi McQuiston
 Dolly Otis
 Katherine Horvat
 Mynie Jones
 Fern Myers
 Audrey Rechtel
 Regina Plattner
 Fannie Stears
 Patricia Carrell
 Marie Richardson
 Sarah Saucke
 Laura Hanson
 Beulah Light
 Alma Murphy
 Katherine Sutulovick
 Allie Reiman
 Mamie Carlson
 Tibitha Miller
 Margaret Leger
 Mildred Burch
 Pearl Hall
 Gladys Austin
 Sallie Ormsby
 Laura Hills
 Lorene Johnson
 Beulah Harbison
 Mabel McLain
 May Proctor
 Lucille Wilkey
 Blanche Shelton
 Viola Gordon
 Mary Hyde
 Mary Verhulst
 Betty Dhaenens
 Anna Molle
 Mary Brown
 Grace Dunlap
 Teresa Somfleth
 Grace Greer
 Roberta McClanahan
 Inez Engle
 Maudie Modrell
 Ethel Bingman
 Laura Perry
 Martha Haase

[fol. 3449]

Tessie Herahay
 Lois Kesinger
 Hazel Hardman

Lutie James
 Lucy Evans
 Chloe McLaughlin
 Lena Canaday
 Anna Sosenski
 Ethel Jones
 Lydia Phillips
 Edna Rawlings
 Anna Spahr
 Nora Johnson
 Ann Murray
 Mable Forster
 Bertie Lafferty
 Mary Ann Gustin
 Katie McKinsey
 Elsie Wright
 Jane Beal
 Ruby Grader
 Dessie L. Horak
 Ruth Lowes
 Edith Livesay
 Emma Hansen
 Gladys Brands
 Josephine Smith
 Ruby Welch
 Florence Meuwissen
 Virginia Bryson
 Eva Liberman
 Ola Lantz
 Cordia Hundley
 Ruth Putnam
 Mary Wood
 Pearl Hogan
 Helen Boor
 Virginia Dare
 Vivian Helms
 Elsie Williamson
 Louise Garrett
 Nora Cotten
 Martha Haroff
 Mildred Brooks
 Boyd Mumford
 Nellie Boan
 Maude Copenhagen
 Ora Brown

Helen Donnelly
 Emma Harris
 Augusta Jester

Bessie Winder
 Anna Sypyhowski
 Martha Dickson
 Cora Raines
 Lela Cline
 Opal Noland
 Leta Uptegrove
 Katherine Hardsaw
 Lois Barnes
 Josephine Nichols
 Bessie Wellert
 Dorothy Sharp
 Nina Gillard
 Hazel Higgins
 Lulu Gordon
 Elsie Shipman
 Agnes Hutchinson
 Brooksey Stéger.
 Lela Stevens
 Amerlia Webb
 Iva Andrus
 Ada Lee Stark
 Myrtle Roberts
 Pearl Logan
 Jennie Farrell
 Lois Hall
 Irene Rush
 Lorene Horrocks
 Estelle Redona
 Etta Zimmerman
 Ethel Riegel
 Nell Prine
 Julia Harralson
 Mamie Riddle
 Hylda Brewer
 Lena Ehrhardt
 Mary Van Gordon
 Bessie Coates
 Anna Hurley
 Susan Winters
 Clare Phelps
 Mary Snedden
 Ruth Jessup
 Stella Balding
 Minnie Vickers
 Kathryn Baldwin
 Bernice Winburne
 Rada Walker
 Lucy Broman
 Evelyn Stover
 Fannie Lockwood

Sinle Cawthorn
 Etha Kelly
 Alice Gates
 Nell Harper
 Velma Holt
 Sadie Wainscott
 Ruby Williams
 Betty Griffith
 Ruth Hayes
 Lucy Cox
 Alta Hinkle
 Bessie Boan
 Wilma Knox
 Jewel Toler
 Elva Gardner
 Helen Blyeu
 Pearl Bozworth
 Bertha Cook
 Catharine Atchison
 Beulah Perkins
 Virginia Gleason
 Edith Cameron
 Margaret Hunter
 Opal Chaney
 Leona Sams
 Lois King
 Ruth Strandt
 Ida Barton
 Elizabeth Wheeler
 Violet Taylor
 Beatrice Fase
 Anna Reece
 Emma Shaw
 Bessie Clark
 Angie Brazeal
 Lottie Lawrence
 Lena Carlson
 Goldie Coles
 Gertrude Richardson
 Augusta Yates
 Kathryn Chandler
 Edith Dean
 Jennie Brown
 Gertrude Dauben
 Christine Ereth
 Augusta Davidson
 Ruth Eastman
 Mable Bracy
 Opal Stufflebean
 Zella Fisher
 Jennie Swanson

Mary McClellan
 Elizabeth Campbell
 Edith Lawson
 Stella McKinney
 Marje Compton
 Idella Rimmer
 Mary Alice Hardin
 Flora Gwin

[fol. 3450]

Johanna Hunter
 Mary Love
 Opal Maxfield
 Anna Hartman
 Lindie Crum
 M. Ducoulombier
 Helen Willson
 Anna Vogliardo
 Irene Wittman
 Margaret Galey
 Mary White
 Merle Beals
 Lena Carpenter
 Florence Lentz
 Myrtle Keldel
 Mary Lee O'Brien
 Hazel Kellogg
 Ethel Junes
 Bertha Watson
 Sophie Gullick
 Fannie Melton
 Jennie Cress
 Pearl Boden
 Margaret Broker
 Mildred Harrison
 Mary Dockery
 Venita King
 Bessie Dawson
 Pearl Shields
 Anna Crewse
 Mary Rogers
 Bertha Newnham
 Nell Patrick
 Dorothy Box
 Pauline Kammer
 Josephine Dunagan
 Katherine Bodine
 Helen Gunderman
 Mary Sites
 Mary Crume
 Dimple South

Loretta Mace
 Flora Taylor
 Nettie West
 Mary Hutchison
 Dorothy Frye
 Mildred Horde
 Mary Riddle
 Irene Hayward

Alyne Houts
 Aleta Miller
 Ruth Noll
 Ethel Blewener
 Oma McDonald
 Thelma Lily
 Evelyn Lewis
 Rhonda Stotler
 Emma Voorhies
 Caroline Atkins
 Edna Tattershall
 Lucile Ward
 Annie Jonas
 Margaret Kline
 Leona Moore
 Hazel Donovan
 Louise Herlong
 Opal Kelly Frye
 Zella Hemme
 Ida Basham
 Alice Freed
 Nell Wheeler
 Hannie Lee Bullock
 Pearl Bennett
 Millie Ihle
 Verle Selvy
 Gladys Salva
 Cora Vernon
 Juanita Wallace
 Margaret Kahmann
 Grace Shiner
 Flossie Mossman
 Dorothy Perry
 Clara Long
 Eva Vernor
 Artie Vaught
 Jessie Bray
 Frances Shoemaker
 Margaret Taylor
 Helen Angold
 Ruby Dorrell

Mary Cox
 Dorothy Gill
 Winnie Underwood
 Dorothy Sebastian
 Grace Farrell
 Jean Kirk
 Dorothy Leavell
 Juanita Willey
 Ruby Vidrickson
 Leona Doughty
 Felice Smith
 Iola Hamby
 Alice Murphy
 Martha Pollock
 Mary Walker
 Lorean Lewis
 Ruth Coutts
 Helen Getz
 Cora Pitcock
 Rose Campbell
 Freda Schweiger
 Nola Leeds

[fol. 3451]

Bernice Lobdell
 Ora Dull
 Opal Cox
 Virginia Vassar
 Minnie Gage
 Blanche Swisher
 Ola Jewett
 Gladys Lester
 Nellie Bartow
 Cordia York
 June Watson
 Florence Helm
 Glenda Webb
 Hattie Corder
 Helen Vest
 Harriet Duck
 Katurah Rigdon
 Josephine Chapman
 Mattie Rudd
 Myrie Quinn
 Elva Walter
 Ruby Kennedy
 Lillian Traben
 Mary Halero
 Violette Bennett
 Hassie Channing
 Bernice Anderson

Pearl Uto
 Mable Soderstrand
 Josephine Miles
 Ruth Akeman
 Mary Everly
 Blanche Wilson
 Mary Kruger
 Gladys Anderson
 Myrtle Willis
 Cassie Kent
 Emma Yount
 Pearl Toler
 Susie Clayburg
 Edith Alexander
 Mildred Snare
 Ethel Hogan
 Ruby Kitchen
 Ethel Bettis
 Mary Sprouse
 Sallie Delaney
 Roma Mahoney

Mildred Reece
 Ceresé Audsley
 Okal Shoptaw
 Opal Dobbs
 Annette Stewart
 Pearl Douglass
 Daisy DeVault
 Gladys Russell
 Irma Wise
 Alleen Vogts
 Sue Nell Huston
 Emma Warren
 Corinne Blackwood
 Etta Mae McCurry
 Agnes Hollyday
 Augusta Kaberline
 Inez Meinke
 Catherine Sprague
 Gladys Speaker
 Hattie Caudell
 Nova Gray
 Bessie Stiles
 Rhoda Jackson
 Elizabeth Eubanks
 Gertrude Adams
 Myrtle Johnson
 Anna Cummings

Margaret Etzel
 Ethel Maxwell
 Dorothy Clements
 Velma Merriott
 Mary Louise Mercier
 Flora Cox
 Zola McNeill
 Butonne Holder
 Grace Berry
 Ethel Everett
 Edna Flynn
 Anna Fountain
 Elva Tyler
 Hulda Beals
 Rena Cansler
 Delcie Gillham
 Nevora Davis
 Katherine Farrell
 Erma Kelling
 Mary Burns
 Emma Gosnell
 Frances Harley
 Hattie Fuller
 Agnes Hinson
 Louise Pritchett
 Laura Lee Royce
 Opal Koefoed
 Ethel Pittillo
 Ann Virgo
 Nettie Ely
 Beatrice Robinson
 Gertrude Wixted
 Rose Velghe
 Marie Holloway
 Dorothy Mead

[fol. 3452]

Marjorie Sinnott
 Ida White
 Valeria Boatka
 Iva Campbell
 Carrie Peach
 Salde Comer
 Elisabeth Dye
 Alice Maggio
 Edith Hicks
 Loretta Meyers
 Carolyn Grier
 Vilet Snell
 Cora Erwin
 Jewell Jones

Beulah Bond
 Mae Flucht
 Florence Moore
 Hazel Bradshaw
 Lillian Lubben
 Dorothy Lewis
 Blanche Thornton
 Mary Jo Thomas
 Eula Smith
 Laura Colley
 Margaret M. Edwards
 Virginia Irby
 Laura Plummer
 Elsie Felser
 Carrie Wright
 Edna Geer
 Carrie McClurg
 Dixie May
 Irene Tillery
 Nina Collins
 Edna Morlang
 Etta Jones
 Grace Hendrix
 Anne Belan
 Kathryn Howe
 Madge Cole
 Marie Jaskinia
 Grace Briscoe
 Merle Page
 Frances McAnally
 Mary Agnes Diesko
 Flora Moore
 Verna Reed
 Gladys Willson
 Bessie Gilliland

Beth Gfeller
 Doris Apprill
 Irene Ransdell
 Lorraine Smith
 Wilma Kile
 Agnes Kendall
 Carrie Scott
 Lorene Welty
 Gladys Briner
 Margie Stacy
 Bertha Klein
 Georgia Foster
 Blanche Benus
 Mary Pfeil

Gertrude Greaves
 Bess Phillips
 Minnie Allen
 Opal Hatfield
 Lena Gravino
 Matilda Jackson
 Lena Fauloner
 Carrie Brian
 Audrey Wisdom
 Emily Fisher
 Ann Perry
 Lena Carpenter
 Mary Robeson
 Maude Copenhagen
 Beulah Light
 Helen Dial
 Shirley Yoder
 Emma Davis
 Beulah Bunch
 Gladys Steger
 Margaret Howard
 Elsie Holloway
 Jessica Davis
 Lucy McCaulley
 Mable Spielbusch
 Bertie Johnson
 Ella Close
 Beulah Green
 May Pitts
 Mary Self
 Bess Jacob
 Cora Fitzwater
 Estel Rothgeb
 Mary Maifreda
 Edith Leibold
 Eva Fowler
 Rubi Clayton
 Marth Widson
 Jewel Wolfskill
 Ruth Voris
 Louis Broker
 Clara Scot
 Altha Wilde
 Nina Smith
 Betty Davis
 Gertrude Dora
 Olive Cooney
 Elizabeth Fromholtz
 Dale Stark
 Nellie Colley
 Nettle Womacks

May Stevens
 Elizabeth Barrett
 Elsie Hauser
 Ardath Saunders
 Esther Kramer
 Ruby Blankard
 Maurine Kavanaugh
 Lillian Fry
 Grace Williams
 Iva Mueller
 Catherine Kellogg
 Nell Ball
 Mary Stewart
 Mildred Tebbe
 Ellen Nokes
 Gallilia Hoffsett
 Margaret Adams
 Mary Viscek
 Dorothy Inbody
 Oma Nicely
 Irene Carr
 Mildred Lowe
 Lela Brown
 Elizabeth Rencoske
 Alline Jones
 Velma Lee Elgin
 Dolan Mahon
 Opha Smith
 Jessie Kelly
 Carrie Fain
 Myrtle Wilkins
 Ida Mauk
 Doris Brown
 Donna Rickett
 Catherine Carroll
 Mona Bowersox
 Vergie Chambliss
 Martha Leavell
 Erma McDermott
 Katherine Kelly
 Ethelyn Robinson
 Beulah Kelly
 Helen Chapp
 Carolyn Meuhilberger
 Della Scammahorn
 Mary Lois Klinge
 Christine Merritt
 Margaret Draine
 Minnie Flak
 Catherine Stahl

Hilda Fisher
 Lucille Weber
 Bertha Fried
 Mildred Hulshizer
 Virginia Winningham
 Birdie Taylor

[fol 3453]

Oral Gould
 Leona Brink
 Charlotte Avise
 Eva Vernor
 Mabel Haven
 Verline Fike
 Bernice Davis
 Margaret Luce
 Ethel Hinckley
 Lillian Haughaboo
 Edna Curry
 Rhoda Kauble
 Mabel Gruver
 Dorothy Ochsler
 Minnie Fisk
 Georgia Ward
 Anna Farmer
 Wilma Kile
 Dorothy Smith
 Mary Warth
 Lora Herring
 Alpha Elston
 Catherine Pfumm
 Hazel Christian
 Ruth Ellen Baldwin
 Gladys Ward
 Geneva Copenhaver
 Catherine Lasister
 Ruth Davidson
 Pearl Norris
 Eleanor Swigart
 Anna Moore
 Jennie Frieaz
 Helen Hays
 Jake Rust
 Johanna Thieme
 Neva Reazin
 Leonora Benge
 Lena Vanderhoof
 Edna Davis
 Edna Troutman
 Grace Kempton
 Eva Lee Peraw

Regina Thieman
 Alice Caton
 Mary Sue Cook
 Margaret Dishong
 Helen Angold
 Lora Fritz

Gertrude Loar
 De Sylvia Allbaugh
 Lena Krepps
 Alice Baggerly
 Verna Allison
 Mary Schutte
 Hazel Boyer
 Wilma Blanton
 Bessie Rudy
 Lillian Richards
 Loretta Armstrong
 Marie Graving
 Edith Wilson
 Agnes Lennon
 Martha Stodgell
 Nora Witten
 Ione Bodwell
 Nell Craddock
 Sara Taber
 Gladys Hosey
 Frances Pierce
 Mildred Foster
 Ethel Mills
 Florence Belcher
 Lucille Harp
 Elsie Phipps
 Anita Welch
 Roberta Blain
 Mary Rose
 Gloria Bosler
 Margaret Shulsky
 Ruth Mewkirk
 Olive Bell
 Cecile Smith
 Evelyn Pemberton
 Olive Hopp
 Sarah Hrencher
 Freda Herndon
 Nona Lowder
 Nellie Starr
 Alice McCray
 Bessie Maxwell
 Doris Schroder

Mary Budelovich
 Beulah Bowman
 Olive Palmer
 Cecil McCoy
 Dorris Collins
 Hazel Gans
 Marjorie Tucker
 Anna Horvat
 Helen Herring
 Mary Postich
 Ruby Etherton
 Edith Voorhies
 Irene Churchill
 Margaret Klug
 Ruth Bonnel
 Minnie Batman
 Bertha Nicoll
 Clara Stubbs
 Nell Miller
 Nina Bartles

[fol. 3454]

Verna Jones
 Florence Bonen
 Avis Mowry
 Martha Hamilton
 Martha Waye
 Theresa Moheaky
 Ethel Roscoe
 Belle Wise
 Martha Pallanich
 Bessie Kalinich
 Lucille Stockton
 Verna Harrison
 Lorena Dougan
 Gennetta Redman
 Anna Kalick
 Mary Lee Crawford
 Helen Reardon
 Ruth Broadus
 Gretha Redman
 Katherine Kuchko
 Beulah Hayhurst
 Irene Boothe
 Mary Elard
 Frances Porter
 Nina Stewart
 Thelma Emerson
 Rose Gorman
 May Lamon
 Paula Freeman
 Vilet Caven

Verna Edwards
 McWayne Ready
 Myrtle Campbell
 Bessie Taylor
 Rose Lee Greeley
 Anna Richards
 Eva Broyles
 Carolyn Stillwell
 Myrtle Stewart
 Florence Lippold
 Edith Williamson
 Julia Arvin
 Mamie Weeks
 Lillian Frohock
 Rose Callowick
 Audrey Hoyle
 Leonor Cooper
 Mabel Ridley
 Ellen Burton

Christine Shane
 Jewel Howard
 Nellie Liywelyn
 Katherine Trudera
 Mary Shlnpauqh
 Eme Lake
 Della Harrison
 Grace Campbell
 Sophia Glavenich
 Lois Barnes
 Ida Barton
 Myrtle Roberts
 Opah Hatfield
 Mary Malfreda
 Gladys Hoesy
 Katherine Kuchko
 Cyrea Bottoms
 Ruby Broyles
 Lillian Barger
 Helen Clark
 Mildred Rigby
 Dorothy Simmers
 Ethel Harris
 Helen Dee
 Margaret Young
 Belva Johnson
 Marie Albano
 Iris Callowick
 Murpha White
 Tyra Pittman

Sylvia Farrell
Georgia Elliott

[fol. 3455]

John Ferretti
Ben James
Harold Boyd
James Van Camp
Gerald Cole
George Fallis
Heber Hayes
Samuel Reese
Charles Hamilton, Jr.
Perry Kerr
Sherman Andrew
Clyde Davidson
Earl Wheeler
Clifton Craig
Thelma Sachse
Jessie Forsen
Rhea Byars
Charlotte Casey
Verdoe Rainey
Irene Wilhite
Ruby Scott
Eulah Carter
Mary Cusick
Edwina Jones
Crayce Cooper
Blanche Endres
Mary Bogert
Lola Skeens
Marie Patton
Emma Grober
Etta Dorsey
Edna Blenert
Adaline Bailey
Marie Ashley
Kathryn Rosen
Carrie Abrams
Clara Finnell
Lulu Waddell
Elma Jennings
Ada Wolfe
Francis Silvers
Roy Beller
J. H. White
Lloyd Lynn
Wood Reynolds

Eleanor Downing
Ruth Morris

T. G. Boozell
George Blair
Hinton Noland
Robert Kirk
Frances Endsley
Virginia White
Jean Skinner
Lowell Sachse
Wm. Frederick
Odell DeCavelle
Frank Cooper
Alvin Riefel
William Hawks
Earl Willoughby
Durward Reece
John Crist
Glen O'Brien
Otto Dramshek
Alphonse Staab
Donald Lytle
Carl Lohrengel
Gertrude Gorham
Mary Hall
Dorothy Easter
Doris Emig
Mae Westendick
Doris McConkey
Reba Hisle
Myrtle Cox
Vera Hinds
Mildred Snyder
Edith Nickum
Dessa Craig
Mollie Smith
Jessie Mudd
Nellie Biggs
Bernice Bryant
Rose Henricks
Martha Gorman
Grace Gnotta
Rosetta Cook
Margaret Martin
Bessie Neimoyer
Grace Davis
Frances Dumit

Malissa Harvey
 Zona Hayes
 Stella Willis
 Vera Marshall
 Fred Ellis
 Earl DeGraffenreid
 Kenneth Peck
 Lynn Owen
 Alfred Charde

[fol. 3456]

Teresa McFadden
 Helen Olson
 Katholeen Denzel
 Alice Blodgett
 Georgia Bailey
 Alice Scott
 Elayne Albright
 Margaret Wells
 Marjorie Florence
 Karlyn Anspach
 Grace McTernan
 Elizabeth Goodenow
 Corinne Robinson
 Effie Ball
 Nell Beatz
 Dorothy Riggs
 Helen Morlan
 Kellogg Leach
 William Neale
 Vesta Dixon
 Mary Hanback
 Ruth Anderson
 Camilla A. Cochran
 Lucille Evans
 Mary Wiltshire
 Mary Andrew
 Heath Cowan
 Hilda Richmond
 Jane Daugherty
 Elizabeth Belter
 Margaret Quinn
 Freda Caudle
 Betty Barber
 Harlan R. Justus
 Pauline Shartzler
 Deloris Robertson
 Helen Swope
 Mildred Moore
 Lillian White
 Ceva Vaughn

W. G. Weaverling
 Morton Griggs
 James Dunn
 Glen Bingham
 Kathryn Bateman
 Eileen Gay
 Helen Hauser
 Rose Todd
 Josephine Spalitto

Mabel Bayless
 Nora Stevenson
 Freda Smeltzer
 Ann Scott
 Effie Canfield
 Garnet Hallman
 Harley Ferguson
 Amy Lamar
 Merl Betting
 Edythe Hughes
 Lorene McCarroll
 Ava Dean Schaefer
 Katherine Ruppert
 Mary Margaret Griffith
 Diana Rutherford
 Anna Kappelman
 Elva Hill
 Oscar Steinborn
 Zelma Humphrey
 Evelyn Cook
 Dorothea Dankenbring
 Lucille Turner
 Freeland Rife
 Naomi Osipik
 Jeanne Gier
 Grace Sampsell
 Regina Stearman
 Rose Murray
 Grace Stephens
 Fathe Johnson
 Ora Gordon
 Helen Little
 Ted Kirkland
 Cecilia Winterscheidt
 Amy Lou Westerhoff
 Robert D. Livesay
 Ruth Austin
 Helen Atkinson
 Dorothy Heinlein
 Pearl Henry

Lena Berry
 Sam Sparks
 Elva Canon
 Lucille Briggs
 Nannie Barger
 Pearl Davis

Norma Duncan
 Nell W. Gregg
 Pearl Doyle
 Emilea Raines
 Rosemary McClelland

[fol. 3457] if produced, sworn and examined would severally testify to the following facts and circumstances, substantially as follows, to wit:

(In this offer of proof, the witnesses are, for convenience, referred to by the masculine gender but such reference is to be construed as masculine or feminine as the case may be.)

That he (or she) is an employee of the Donnelly Garment Company or Donnelly Garment Sales Company; that he is a member of the Donnelly Garment Workers' Union.

I.

That he joined the Donnelly Garment Workers' Union of his own free will and accord, uninfluenced by the Donnelly Garment Company or Donnelly Garment Sales Company or by any officer, executive or supervisory employee thereof, or by anyone representing the management of said companies; that since said time he has continued to belong to and support said Donnelly Garment Workers' Union of his own free will and accord, uninfluenced by the management of said companies or by anyone representing the management of said companies; that the Executive or Bargaining Committee of the Donnelly Garment Workers' Union chosen at the time of the formation of said Union on April 27, 1937, and each of the bargaining committees subsequently chosen or elected, represent his free choice of a bargaining committee to represent him and said Union in all matters relating to terms and conditions of employment at the Donnelly plant and that such choice of bargaining committees was made of his own free will and accord, uninfluenced by the management of the Donnelly Garment Company or the Donnelly Garment Sales Company or any one representing the management of said companies.

[fol. 3458] That at or prior to the time of the organization of the Donnelly Garment Workers' Union on April 27, 1937, there was no coercion, intimidation, pressure, suggestion or inducements of any kind, direct or indirect,

brought to bear upon him by the management of the Donnelly Garment Company or Donnelly Garment Sales Company through any of its officers, executives or supervisory officers or anyone representing the management, to cause or influence him, or which did cause or influence him, to join or support the Donnelly Garment Workers' Union, or interfere in any way with the exercise by him of his own free will in determining whether he should join or support said Union.

That since the formation of the Donnelly Garment Workers' Union there has never been any threat, intimidation, coercion, suggestion or inducements given to him or received by him, directly or indirectly, from the management of the Donnelly Garment Company or Donnelly Garment Sales Company or any one representing the management of either of said companies, to cause him to continue to support and belong to said Donnelly Garment Workers' Union or to cause him to refrain from joining the international Ladies' Garment Workers' Union or in any way interfering or attempting to interfere with his own free will in determining whether he should or should not continue membership in said Donnelly Garment Workers' Union or refrain from joining or supporting the International Ladies' Garment Workers' Union.

That he does not know and has never heard of any coercion, intimidation, pressure, suggestion or inducements being made by the management of those companies or any [fol. 3459] one representing the management, upon or to any other employees of the Donnelly Garment Company or Donnelly Garment Sales Company to cause or influence them to join or continue membership in the Donnelly Garment Workers' Union or interfering in any way with the exercise of their own free will and choice in regard to such matters. That he has mingled with the employees at the Donnelly plant and heard a great deal of discussion by them concerning the Donnelly Garment Workers' Union and never heard any conversation by any employees indicating that the management had brought any pressure or influence to bear upon them in regard to such matters.

That there has never been any threat or suggestion made to him directly or indirectly by the management of the Donnelly Garment Company or Donnelly Garment Sales Company or by any one representing the management,

that if he or other employees did not organize, join or support a plant union that he or other employees would or might lose their jobs.

That he does not know of and has never heard of the Donnelly Garment Company or Donnelly Garment Sales Company, or any officer, executive, supervisory employee or any one representing the management of said companies, doing or saying anything either prior or subsequent to the formation of the Donnelly Garment Workers' Union on April 27, 1937, calculated or tending to encourage, promote or foster membership in the Donnelly Garment Workers' Union or in any "plant union" or tending to discourage membership in the International Ladies' Garment Workers' Union or local thereof.

[fol. 3460] That he does not know and has never heard of any officer, executive or supervisory employee or any one representing the management of the Donnelly Garment Company or Donnelly Garment Sales Company assisting in the formation, maintenance, or administration of the Donnelly Garment Workers' Union or contributing financial or other aid of any kind to that union, or rewarding in any way any person for their assistance or support of the Donnelly Garment Workers' Union.

That he was never directed or ordered by any one, either by instructors employed by the Donnelly Garment Company, or by any official, executive or supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company, to attend the meeting of April 27, 1937, at which the Donnelly Garment Workers' Union was organized, or to attend any other meetings of said Union, or to join or support said Union, or how to vote upon any matter at meetings of said Union, but that his attendance at all such meetings and his support of said Union and his vote and all other action taken by him at any of said meetings has been wholly voluntary on his part and was done of his own free will and accord, uninfluenced by any officer, executive, supervisory employee, or any person representing the management of the Donnelly Garment Company or Donnelly Garment Sales Company.

That he has never received any communication or information, oral or otherwise, directly or indirectly, from, or purporting to come from, any officer, executive or super-

[fol. 3461] visory employee of the Donnelly Garment Company or Donnelly Garment Sales Company or anyone representing the management of said companies which has caused him to think or feel that the management of those companies was placing any restriction upon the rights, desires or freedom of himself or other employees as to what union they should join or whether they should join or not join any union, or interfering in any way with the exercise by him of his own free will and choice in regard thereto, that all information which he has received has been to the effect that the management of the Donnelly Garment Company and Donnelly Garment Sales Company wanted the employees to do as they pleased as to joining any union they pleased and that there would be no discrimination against them because of their joining or not joining any union.

[fol. 3462]

II.

That he knew of the strikes taking place at the Gernes and Gordon factories in Kansas City during March and April, 1937, and heard of violence and molestation of employees of those companies by the International Ladies' Garment Workers' Union or its representative in connection with those strikes and of interference with employees of those companies in going to and from work, and had heard that the International Ladies' Garment Workers' Union was going to do the same things to the Donnelly Garment Company employees as it had done to the employees of such other companies and that he had read the newspaper articles concerning those strikes and had read the newspaper article of April 22, 1937, stating that Sylvia Hull had been chosen to represent employees of the Donnelly Garment Company at a convention of the International Ladies' Garment Workers' Union at Atlantic City; that those matters caused him and other Donnelly employees to become greatly wrought up and was one of the factors which caused the employees to organize the Donnelly Garment Workers' Union; that such action was taken by him, and so far as he could observe was taken by the other employees, voluntarily, of their own free will and accord, without any interference, suggestion, coercion, or inducement on the part of the management or anyone representing the management of the Donnelly Garment Company or Donnelly Garment Sales Company.

[fol. 3463]

III.

That he was present at a meeting of employees held on March 18, 1937 on the second floor of the Corrigan Building; that said meeting took place after working hours; that said meeting was arranged by Rose Todd and Hobart Atherton; that Miss Rose Todd, an employee of the company, presided at the meeting; that the principal topic discussed at the meeting was the strikes which were then occurring at the Missouri, Gernes and Gordon garment factories and the violence and molestation of the employees of such companies by the International Ladies Garment Workers Union and the threats that the Donnelly Garment Company "would be next" and the same things would be done to the employees of the Donnelly Garment Company as were being done at the Missouri, Gernes and Gordon plants, and what action the employees could take to protect themselves against such threatened action; that no executive or supervising employee took any part in conducting the meeting; that near the end of the meeting someone was sent to invite Mrs. Reed to come and speak to the meeting, and she came and made a short talk to the employees; that Mrs. Reed in her talk spoke of the threats which the International Ladies Garment Workers Union was making of what would happen to the Donnelly employees, and said that she would do everything she could to protect us against any violence. She said it was our own business whether we wanted to join a union. She said that she wasn't going to let Mr. Dubinsky or any other buttinsky force her to force her employees to join the International Union against their will; that Mrs. Reed did not say that she would not permit the International Ladies Garment Workers Union to come in her plant; that she did not say that she wanted reported to her the names of any Donnelly employees who belonged to the International Ladies Garment Workers Union; and that he did not hear any such announcement or request by any other person at said meeting; that when Mrs. Reed had finished her talk she immediately left the meeting; that he was not told or directed by anyone, either instructors employed by the Donnelly Garment Company [fol. 3464] or by any officer, executive, or supervisory employee of said company, to attend said meeting, but that he received information that the employees were holding a meeting and that his attendance at said meeting was

wholly voluntary and of his own free will and accord, uninfluenced by any action or suggestion on the part of the management of the Donnelly Garment Company or Donnelly Garment Sales Company.

[fol. 3465]

IV.

That about the last of March or first of April, 1937, he attended a meeting of employees on the second floor of the Donnelly plant; that said meeting occurred within a few days of the first day of April and did not occur on May 25th; that it was held long before the Donnelly Garment Workers' Union was organized on April 27; that said meeting was arranged for by Hobart Atherton and Rose Todd and was held after working hours; that said meeting was stated by Rose Todd and Hobart Atherton to be for the purpose of discussing means of raising money by the employees to pay retainer fee, \$500.00, to the law firm of Gossett, Ellis, Dietrich & Tyler for their advice and services concerning an injunction to protect the Donnelly employees against threatened violence and molestation such as was occurring at the Gordon, Gernes and Missouri garment factories in Kansas City; that various suggestions were made for raising the money and finally a motion was made and carried that employees be asked to contribute fifty cents (50¢) apiece for that purpose; it was stated that payment of the fifty cents might be made at that meeting or at the following pay day; that he understands something over \$500.00 was raised in this way; that this meeting was not a Loyalty League meeting but was a meeting of employees; that he was not directed or ordered to go to the meeting by any officer, executive or supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company, but he attended same of his own free will and accord; [the] he saw no officer, executive or supervisory employee of the Donnelly Garment Company at said meeting and so far as he knows no such officer had anything to do with the calling of said meeting.

[fol. 3466]

V.

That he attended a meeting of employees at the Donnelly plant held on April 27, 1937, at which the Donnelly Garment Workers' Union was formed; that said meeting took place after working hours; that he attended said

meeting of his own free will and accord; that he was not instructed or invited to go to said meeting by any officer, executive or other supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company; that he was not directed or instructed to go to said meeting by any instructor employed by the Donnelly Garment Company; that he did not see at said meeting any officer, executive or supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company and knows that no such officer, executive or supervisory employee participated in any way in said meeting; that Rose Todd presided at said meeting and stated that she and some other employees had been to see the law firm of Gossett, Ellis, Dietrich & Tyler to see what protection the employees might secure against the threatened violence and molestation of employees, similar to that which had been occurring at the Missouri, Gernes and Gordon garment factories; that after the National Labor Relations Act had been declared constitutional Mr. Tyler had advised that the employees were entitled to organize a union if they so desired; that this meeting was called to see what they wanted to do about it; that she introduced Mr. Tyler to the meeting and Mr. Tyler explained to the meeting what the employees were entitled to do in the way of organizing a union; that the name of Donnelly Garment Workers' Union was suggested as a name for such union if they should decide to form one; that the meeting voted to form such a union; that application cards for membership in such union were distributed among the employees and it was stated by Mr. Tyler or Miss Todd that the employees should feel entirely free to sign or not to sign the cards as they might choose and that they might either sign at said meeting or take the cards home for consideration or discussion with their families; that a nominating committee was chosen by the meeting with instructions to nominate persons for officers and a bargaining or executive committee of said union; that this nominating committee retired from the room and later returned and made certain nominations for bargaining committee and officers; that the persons nominated were voted upon and elected by the unanimous vote of those present; that he did not gain the impression from anything said at said meeting by Rose Todd, Mr. Tyler or

anyone else, that Mrs. Reed or the management of the Donnelly Garment Company or Donnelly Garment Sales Company were asking or wanted the employees to form a plant union; that there was no pressure brought to bear by anything said at said meeting to coerce anyone present at the meeting to join the union or to sign the application cards, but that matter was left to the voluntary action of the employees; there was nothing said or done at that meeting which gave him the impression that the Donnelly Garment Workers' Union was to take the place of the Nelly Don Loyalty League or that there was any connection whatever between those two organizations; that he signed one of the application cards referred to and voluntarily joined said union; that he has attended most of the subsequent meetings of the Donnelly Garment Workers' Union and that he has never seen any officer, executive or supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company at any of such meetings and that to his knowledge no such officer, executive or supervisory employee has ever participated in any of the affairs or subsequent meetings of said union.

[fol. 3468]

VI.

That he is a member of the Nelly Don Loyalty League; that he was not asked to join the Loyalty League by an official, executive or supervisory employee of the Donnelly Garment Company or Donnelly Garment Sales Company; that the Loyalty League is a social organization and has never engaged in any of the activities of a labor union; that there are no dues in the Loyalty League; that the Loyalty League was not merged into the Donnelly Garment Workers' Union and the Donnelly Garment Workers' Union was not a continuation of or successor to the Loyalty League in any way; that the Loyalty League is still in existence and has continued its meetings and activities since the organization of the Donnelly Garment Workers' Union; that to his knowledge no coercion, suggestion or influence was never exerted or attempted to be exerted by the Donnelly Garment Company or the Donnelly Garment Sales Company through the Nelly Don Lyalty League or any of its officers in the formation and administration of the Donnelly Garment Workers' Union; that so far as he knows or ever heard the two organizations have

always been and are now wholly separate and distinct; that to his knowledge at no time did the said Donnelly Garment Workers' Union and the Nelly Don Loyalty League hold a joint meeting nor did a meeting of the Donnelly Garment Workers' Union immediately either precede or follow a meeting of the Nelly Don Loyalty League.

REED & INGRAHAM,
Attorneys for Respondent.

[fol. 3469] (Board's Exhibit 1-QQQQ.)

Offer of Proof by Respondent.

United States of America
Before the National Labor Relations Board
Seventeenth Region
Case No. XVII-C-371.

In the Matter of

Donnelly Garment Company

and

International Ladies' Garment Workers' Union,

and

Donnelly Garment Workers' Union, Party to the Contract.

Respondent's attention has been called to the fact that its previous offers of proof herein do not cover the following portions of International Ladies' Garment Workers' Union's motion to strike parts of respondent's original answer, as called for by the Trial Examiner's ruling (paragraph 6 of Exhibit 1-yyy). In pursuance of said ruling, the respondent offers to prove the facts set forth in the clause of Paragraph 2 of Section A, on Page 2, of its original Answer which the ILGWU has moved to strike, by the certified copy of the decree, findings of fact and conclusions of law of the U. S. District Court for the Western District of Missouri in Case No. 2924 which has been offered in evidence herein as a part of NRA-JMC Exhibit 3, and by the testimony of John B. Bachofer analyzing the contracts made by the ILGWU with other garment companies which testimony is also contained in NRA-JMC Exhibit 3 and by the contracts themselves made by the ILGWU with other [fol. 3470] manufacturing companies, which contracts were in evidence in the Judge Miller case and certified copies of which are contained in Respondent's Exhibit 2 for identification which exhibit was previously offered in evidence

by respondent in this proceeding and which offer, respondent's Exhibit 2, is now renewed.

Respondent offers to prove the portion of its original answer contained in paragraph 12, section D at the top of Page 26 of its said answer which the ILGWU has moved to strike, by the testimony of David Dubinsky contained in NRA-JMC Exhibit 3, and by the contracts of the ILGWU above referred to contained in respondent's Exhibit 2 for identification, and by the testimony of John B. Bachofer above referred to, contained in NRA-JMC Exhibit 3, and by the testimony of Meyer Perlstein given in said Judge Miller case and by the testimony of A. B. Gernes and Hyman Gordon who are officers or executives of Gernes Garment Company and Gordon Bros. Manufacturing Company.

REED & INGRAHAM

Attorneys for Respondent

Offer of Proof refused. See Ruling of Trial Examiner Bds. Exh. 1-SSSS.

J. C. BATTEN,
Trial Examiner.

[fol. 3471] (Board's Exhibit 1-RRRR.)

Offer of Proof by Intervener.

United States of America
Before the National Labor Relations Board
Seventeenth Region
Case XVII-C-371.

In the Matter of

Donnelly Garment Company

and

International Ladies' Garment Workers' Union

and

Donnelly Garment Workers' Union, Party to the Contract.

Received copy 7/22/1939.

CLIF LANGSDALE,
for I.L.G.W.U.

Received copy July 22, 1939.

DANIEL J. LEARY,
Reed & Ingraham.

Received copy July 22, 1939.

JANE W. PALMER.

Offer is refused. See Rulings of Trial Examiner Bds.
Exh. 1-SSSS.

J. C. BATTEN.

Intervener offers to produce and examine under oath as witnesses herein the persons whose names are signed hereto, and offers to prove that if such witnesses are produced, sworn and examined they would testify in substance as follows:

The undersigned, all being employees of the Donnelly Garment Company or Donnelly Garment Sales Company below the rank of anyone with authority to employ, or discharge, or reprimand employees, and all being members of the Donnelly Garment Workers' Union, hereby state that they have read this statement in full, signed it of their own free will and choice, and if present in court they would testify under oath to the following facts:

To the best of their knowledge and belief the meeting of March 18, 1937, was called by employees on their own initiative and without any action, influence or suggestion of the employer, or any representatives of the employer; that at such meeting Mrs. Reed was sent for after the meeting had been going on some little time and that when she came to the meeting and spoke she did not say that she would not allow members of the International Ladies' Garment Workers' Union to work in the Donnelly Company; [fol. 3472] that she did not say that the ILGWU would never be allowed in her plant, nor did she express such an idea or purpose in substance in any other language, nor did she say that she wanted the names of anyone who joined the ILGWU reported to her.

The undersigned would also testify under oath if present in court in this hearing that during the month of March, 1937, the disorders and violence connected with the Gordon, Gernes and Missouri strikes then being carried on were a subject of common and frequent conversation and comment and discussion by the employees of the Donnelly companies; that it was commonly reported, and each of the undersigned had heard, that the ILGWU, or some of the pickets or strikers in those strikes, had committed acts of violence, and that they, or some of them, had stated that the Donnelly plant was next on the list, or similar words,

the substance of which was that the people connected with these strikes and the violence connected therewith, planned and intended to subject the employees of the Donnelly companies to similar violence if such employees did not join the International Ladies' Garment Workers' Union; that the undersigned had all seen or heard of articles in the newspapers concerning the strikes at Gordon, Gernes and Missouri; that as a result of this information the attitude of mind of the undersigned parties, and of the employees of the companies in general, was one of apprehension, uneasiness, and fear that the employees of the Donnelly companies would be shortly subjected to similar violence and intimidation to that which they understood and believed was being carried on in connection with the Gordon, Gernes, and Missouri strikes; that such state of mind of apprehension was one of the causes of the action of employees in ratifying and approving the action of certain employees in employing legal counsel in connection with in-[fol. 3473] vestigation as to whether an injunction could be secured giving the employees of the Donnelly Companies legal protection against such anticipated violence, and that later on toward the end of April, 1937, such information and belief as to possible or probable violence or intimidation by the International Ladies' Garment Workers' Union was one of the reasons which caused the undersigned to approve and take part in the formation of the Donnelly Garment Workers' Union in the belief that such union would increase the rights of the employees to legal protection as well as being of value to the employees in connection with other matters such as negotiating contracts and agreements covering conditions of employment, wages, etc.

The undersigned state that they are members of the Donnelly Garment Workers' Union and that they joined said union and have at all times since remained members thereof solely of their own free will, choice and preference, and that they have not been influenced by any threats, coercion or pressure of their employer, or any representatives of said employer, and that they have no knowledge of any instance in which the employer or any representatives of the employer have exerted pressure, intimidation, coercion or any other influence upon the undersigned or any other employees to join the Donnelly Garment Workers' Union or to stay out of any other labor union.

Eva Fowler

Patricia Knight

Hilligan Foy

Ira Andrew

Bessie Hase

Carnie Fair

Lucinda Moore

Luen Gordon

Emmie Hershey

Betty Griffith

Alta Hinkle

Corinne Blackwood

Ora Brown

Christine Eretz

Laura Plummer

Elsie Wright

Hessie Rice

Theresa Kellyday

Will & Buggy

Bernice Anderson

Lucille Oster

Edith Wilson

Jessie Lyle

Gary Williams

Blanche Phelps

Mary Feil

Edna Waller

Dora Maines

Helen Phelps

Uta Crawford

Emily Fisher

Irene Renall

Marge Stacy

Josephine Chapman

Rebel

Velma Hooley

Gwendy Gradson

Hazel Downing

Carrie Scott

Nora Stevenson

Corinne Robinson

Bessie Bond

Florice Moore

Laura Lee Payne

Maie Schicht

~~same names~~
Irene Lile
Clara Lile
Margaret Luce
Anna Rickett
Oma Wallaway
Jessie Kelly
Ida Rimmer
Mary Alice Hardin
Lela Brown
Ruby Kennedy
Nettie Ely
Bessie Rudy
May Stevens
Dorothy Mead
Nettie Womack
Martha Lince

Maie Licht
Helen Wilson
Lillie Stearns
Irene Lutz
Lillian McMillan
Mary Brandt
Zola M^{rs} Neil
Minnie Vickers
Pearl Tennett
Margaret Rahmann
Hazel Kelly
Anna Moore
Maie Gadd
Nell Patrick
Winifred Underwood
Fannie Melton 3474

Lena Daugherty
Jane Kirk
Myrtle Quinn
Lindie Cross
Lena Canaday
Jesse Somfleth
Ida Bacham
Wood Reynolds
Alfred Craig
Maudie McNeill
Aggie Jones
Lennie Clayburg
Pearl Lohr
Velma Holt
Will Harper
Johanna Hunter
Hazel Donovan
Lena Moore
Ethel Bagan
Ella Tyler
Opal Faye
Cecily Beethel
Ruby Kitchen
Myrtle Willis
E. V. A. B. C.

Mary Andrew
Ruth Anderson
Regina Stearns
Pearl Hagan
~~Helen Putnam~~
Edith McLaughlin
Freda Schweiger
Mamie Johnson
Alta Stearns
Ethel Bingham
Anna Hall
Ruth Putnam
Leah Doyle
Pearl Black
Martha Haase
Maude Richardson
Lucy Evans
Ruby Welch
Altha Wilde
Martha Hamilton
Marie Jameson
Bertha Hagan
Gill Lott
Margaret Skulsky
J. A. B. C.

~~many names~~
Myrtle Willis
Eddie Canfield
Cecilia Atkins
Louise Heston
Elsyne Albright
Alice Sampell
Leslie Ward
Katherine Ruppert
Annetha Cook
Mary Sprafkin
William Beale
Joe Hallauer
Carl Crawford
Lorene Dugan
Ethel Roscoe

~~many names~~
Margaret Shulsky
Helen Bond
Nola Lida
Mamie Carlson
Florence Belcher
Martha Belland
Avin Mowry
Hazel Coulson
Martha Weyer
Lillian Berger
Violet Caven
Mary Clark
Gretha Gorman
Nona Lander
Anna Richards

Ruth Newkirk
Alice McCray
Kathryn Trindon
Georgia Elliott
Nellie Stone
Lyda E. Burns
Lora Herring
Ruth Dunsen
Gene Booth
Verna Harrison
Keith Morris
Vanda Rainey
Cito Dransfeldt
Luella Dixon
Jennie Brown
Catherine Nold
Emma Sheker
Murphy White
Grace Greer
Ann Murray
Heath Cowan
Roy J. Beller
Josephine Smith
Dorothy Osburn

Lela Chrie
Helen Donnelly
Ada Lee Stark &
Mable Foster
June Watson
Arma Wappler
Lora Raines
Ruth Hayes
Bernie Weibert
Virginia Season
Edis Barber
Blanche Shelton
Lois Keisinger
Lillian Tyle
Robert Hayes
M.D. Hoffmann
William P. Frederick
Bertha Estes
Flora Taylor
Billie Shick
Opal Drinsky
Elna Gardner
Margaret Hunter
Katherine Hardson

Dorothy Osburn
Catherine Kellogg.
Frances Durnit
Grace Davis
Leta Westgrove
Ruby Lays.
Effie Welganz
Mary Everly
William Hawks
Mildred Tebbe
Grace Hamilton
Charlotte Casey
Lillian Richards
Opal Stufflebean.
Wilma Knop

Katherine Kardsan
O'Kal Shoptaw
Josephine Nichols
Edith Cameron
Georgia Foster
Mary Hall
Rhea Byars
Dottie West.
Doris Emig
Evelyn Stover
Bernice Winburne
Elizabeth Campbell
Mae Westlundick
Hella McKinnis.
Bess Phillips

Lena E. Chubb
Helen Catter.
Lucy Brooman
Flore Hivie
Lena Davidson
Cordia Hurdley
George Dunlap
Lois Hall.
Betty Davis
Mabel Ingold.
Frances Atkinson
Mary Ryckle
May Pitts
Ella Close
Ala Jewett
Laura Hanson
Brooklyn Steyer
Laura Johnson
Boyd Mumford
Marry Self
Martha Haff
Ches Engle
Mildred Brooks
Burlake Light
Shirley Yaker

Bess Jacob
Lucy M. Cullley
Maude Copenhagen
Martha Wilson
Gertrude Dora
Olive Cooney
Elizabeth Whelan
Mable Bracy
Edith Hall
Vally Otis
Ethel Riegel?
Lena Lewis (Miller)
Carl Triney
Julia Harlison
Katherine Lanster
Nancy Embury
Hallie Haffeth
Naomi M. Lister
Katherine Horst
Lloyd Lynde
~~XXXXXXXXXXXX~~
Hazel Higgins
Alpha Elton
Amy Apperson
Irene Craig

Bessie Light
Shirley Yoder
James A. Wolford
Anna Sorenson
Wilma Kile
Augusta Davidson
Kathryn Chandler
Ruth Ellen Baldwin
Elsie Holloway
Corra Fitzwater
Jessie Perry
Estel Kallgren
Mildred Bierck
Grace Thompson
Helen Copenhagen

Angie Thompson
Irene Cross
Edith Sherrer
Anna Spahr
Margaret Adams
Ellen Nokes
Gladys Amelmann
Idene Carr
Augusta Yates
Dorothy Hurdles
Etta Zimmerman
Lena Carlson
Zora Fisher
Jewel Toller
Jennie Farrell

Bernice Bryant
Marie Ashley
Alfred B. Pharde
Gertrude Richardson
Mary Van Gordon
Gladys Steger
Pearl Hall
Nellie Biggs
Edna S. Snyman
Mary Dabney
Betty Daenens
Chris Martin
Vera Marshall
Evelyn Lewis
Robert M. Planchon
Vivian Helme
Laura Perry
Florence Munvissen
Hortense Garhan
Ethel Carpenter
Lutie James
Irene Rush
Gladys Austin
Paul Richardson

Lysa Pittman
Pearl Morris
Lynne Davis
Lila Rockford
Bernice Hull
Erma Kellogg
Auntie Nelson
Ethel Miller
Virginia Drby
Helen Walton
Florence Lippold
Irene Churchill
Helen Henry
Leona Cooper
Louise Prober
Verna Jones
Mabel Spielbusch
Coretta Penhleton
Zella Hemmi
Florence Bowen
Nell Marie Miller
Doris Maxwell
Mary Stewart
Minnie Bateman

Opal Richardson

Nellie Stitts

Lessa Carpenter

Bulah Harbison

Sallie Ormsby

Ruby Etherton

Emma Davis

Olive Hopp

M. Kayne Brady

James R. Dunn

Mary Rose

Margaret Young

Rose Callowick

Nina Bartles

Grace Campbell

Natie McKinney

Minnie Bateman

Dorrie Collins

Eva Boyles

Myrtle Stewart

Edith Voorhees

Paula Freeman

Jayell Howard

Luis Callowick

Fannie Stinson

Bulah Hayhurst

Ruby Boyles

Rose Campbell

E. Elizabeth Rusk

Nina Stewart

Elsie Williamson

Bertha Nicoll

Mabel Ridley
Emma Voorhis
Edna Rawns
Pats. Kiffitt
Helen Rudd
Berth Louren
Jane Beal
James May Camp
Edna Deer
Earl Wheeler
Reginald Perkins
Orpha Benson
Bertie Lafferty
Harold Bayle
John Perretto
Wally S. Carole
Ben James
Jessie Dorak
Anne Scott
Catherine Steiner
Sharon Hall
Lawell Jackson
John T. Crist
Therese B. Ruffel

Lucille Turner
Ethel Mae McCune
Anne Rudenrich
Kelley Leach
Dimple South
Beth Helled
Deak Neal
Minnie Horn
Mae White
Pearl Davis
Oscar Shinkarova
Roland Frost
Naomi Aspin
Gladys Salva
Pete Neway
Cynthia A. Cochran
Dorothy West
Missie Sage
Norma Duncan
Thelma Lilly
Edna Hite
Evelyn L. Cook
Ray Smith
John T. Lamb

Thorn E. Ruffel
Evelyn Cole
Charles Whittier
Jessie L. Lonsdale
Thelma Jackson
Agnes Halliday
Alice Kilbuck
Dorothy Carter
Susan Winters
Al. Hunt
Lyle Jeter
Rhode Jackson
Mary Snedden
Georgia Lee Maxwell
Donald Muel

John T. Lark
Grace M. Terman
Helen Atkinson
Virginia S. Harper
Marjorie Koeber
Larue Orleans
Ann Miller
Zelma Humphrey
Artie Vaughn
Thelma M. Kenney
Mary George
Robert D. Liversay
Edythe M. Hughes
Mabel Rytting
Joana Stueff

Alice Maggio
Dorothy M. Lytle
Gladys Brimer
Minnie Davis
Ruth Jessup
Edith Hicks
Helen Vest
Katherine Farrel
Florence Helm
Cordia York
Adeline Bailey
Agnes Kendall
Violet Snell
Cora Erwin
Mabel Jackson
Irene Kink
Margaret Kline
Bertha Newham
Edith Dean
Bertha Klein
Anna Cummings
Dorothy Sebastian
Mary Halsted
Mildred Wade
Katherine Byline

Mary Rogers
Gladys Wilson
Lillian Trevor
Alice Gates
Mary Riddle
Millie Dille
Hinton Stand
Alice Murphy
Mary Long
Opal Mayfield
Edna Biebert
Jessie Bray
Caroline Hammer
Alice Freed
Dorothy Till
Florence Lutz
Edna Tattershall
Suzette Deane
Harriet Dancyell
Stephen Hightman
Ora Sweet
Dorothy Kanel
Myrtle J. Roberts
Blanche Swisher
Gene Hittman

Katherine Boline
Susan Lewis
Ruth Aheman.
Emma Cornell
Ruby Vidrickson
Margaret Haley
Marothy Fay
Edna Davis
Mary Dockery
Lenora Reun
Eck Lee Perew
Gusie Kempton
Dellie Hillman
Elin Sundman

Irene Wittman
Grace Shiner
Nelda Beale
Mary Sprause
Freda Gудle
Mary Verhuset
Ethel Jones
Ruby Dorrell
Lynette Cress
Kathrine Anspach
Lucille Briggs
Pearl Mayle
Pearl Henry
Neva Reagin

Veronica Dankenberg
Mary Litter
Alice Whalen
Halle Abenham
Edna Flynn
Opal Cox
Clara Miller
Carrie Kent
Eulake Coaster
Myrtle Cox
Lucille Ward
Rose O'Leary
Maddie Moore
Amy Lou Spatterfeld
Lucy Mace
Leona Berres
Zuallie Seabaker
Berrie Craft
Allen Swope
Nellie Bantz
Clara Patton Kleeburg
Martha Klapmeyer
Leona Vaughan
Emilia Raines

Emilia Paines

Harry Brogan

~~W. D. D. D.~~

Ora Gordons

Grace Stephens

Rose Telford

Anna Kippelman

[fol. 3482] Offer of Proof By Intervener

United States of America.

Before the National Labor Relations Board
Seventeenth Region

In the Matter of

Donnelly Garment Company

and

International Ladies' Garment Workers' Union,
and

Donnelly Garment Workers' Union, Party to the Contract.

Case No. XVH-C-371

Intervener offers to produce and examine under oath as witnesses herein the 1165 persons who signed the affidavit which was introduced in evidence herein as intervener's Exhibit 20-a to 20-kk, being the affidavit and application for election offered in evidence in this case on June 7, 1939, and again on July 14, 1939, the original of which was filed with the National Labor Relations Board at its Regional Office in Kansas City, Missouri, on or about June 7, 1939, which said intervener's Exhibit 20-a to 20-kk and the affidavit and signatures thereon are incorporated in this offer by reference with the same force and effect as though set out herein in full. Intervener offers to prove that said 1165 witnesses if produced, sworn and examined herein would testify that the Donnelly Garment Workers' Union is their free and voluntary choice as bargaining representative for them with their employer; that they joined and have at all times remained members of said Donnelly Garment Workers' Union of their own free will and without coercion, intimidation or other influence of their employer, and that they have repeatedly in the past and do now again offer to abide by the results of a fair and [fol. 3483] secret election held under the auspices of the National Labor Relations Board as to their preference between Donnelly Garment Workers' Union, International Ladies' Garment Workers' Union or no affiliation with any labor union whatsoever.

GOSSETT, ELLIS, DIETRICH
& TYLER.

Attorneys for Intervener.

[fol. 3484] Offer of Proof by Intervener.

United States of America
Before the National Labor Relations Board
Seventeenth Region

In the Matter of

Donnelly Garment Company
and
International Ladies' Garment Workers' Union,
and
Donnelly Garment Workers' Union, Party to the Contract.

Case No. XVII-C-371

Intervener, Donnelly Garment Workers' Union, offers to produce and examine as witnesses herein under oath if permitted to do so the persons whose names are signed hereto, and offers to prove that said witnesses if produced and examined would testify under oath to the following facts, viz.:

That they are now and were on March 18, 1937, employees of Donnelly Garment Company or Donnelly Garment Sales Company; that on said day they attended a meeting of employees held on the second floor of the Corrigan Building; that several hundred employees attended that meeting and that it appeared to the undersigned that virtually all of the employees were present; that the meeting was not convened until after the close of the regular working hours of the plant and that none of the employees quit work during regular working hours or ahead of closing time to attend the meeting; that they were not ordered or directed by any officer or anyone representing the management to attend the meeting but they attended it of their own free will; that they did not see any executive officers or supervisory employees of the companies present at the meeting except that Mrs. Nell Donnelly Reed came after [fol. 3485] after the meeting had been in progress for some time, as hereinafter stated; that the meeting had been called by Rose Todd, Hobart Atherton and some others, and that it grew out of the unrest and apprehension and feeling of danger caused by the violent disturbances connected with the strikes at Gordon, Gernes and Missouri Garment plants, and threats that the Donnelly employees

would be next, which matters had been the principal topic of conversation around the Donnelly plant since the strike had started; that the meeting was a voluntary meeting of employees; that it was not a meeting of the Nelly Don Loyalty League and those who called the meeting were not acting in any capacity for the Loyalty League; that the Loyalty League was not mentioned at the meeting and had nothing to do with the meeting; that the officers, executive or supervisory employees of the companies had nothing to do with calling the meeting and, so far as these witnesses know, did not know that the meeting was to be held or was being held.

Intervener offers to prove that the matters talked about at the meeting concerned what the employees themselves as a voluntary group could do about protecting themselves from the kind of treatment that was being given the employees of other garment concerns by International Ladies' Garment Workers' Union. Several employees made speeches from the floor about that subject when someone from the floor suggested, after the meeting had been in progress for some minutes, that Mrs. Reed, if she were in the building, should be asked to come down to tell what the company was going to do or was able to do in the matter of providing protection for the employees. Two or three employees at the suggestion of the chairman left the room to go after Mrs. Reed and in a little while Mrs. Reed came into the meeting. She had someone read to the meeting a letter that had been received from Meyer Perlstein of [fol. 3486] the International Ladies' Garment Workers' Union. Mrs. Reed then talked for a few minutes, the substance of her talk being that the company was going to do everything legally possible to provide protection and that she was consulting the company attorneys in that connection and that arrangements were being made to provide busses for transportation. Mrs. Reed stated that she was not going to allow Dubinsky or anyone else to force her to intimidate or compel her employees to join a union they did not want to join. Mrs. Reed did not say that the International Ladies' Garment Workers' Union was never going to be allowed in her plant or that she wanted the employees to report to her the names of any employees who belonged to the International. Mrs. Reed left the meeting.

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immediately after her talk and the meeting was adjourned shortly thereafter.

Each of the undersigned has read or has had read to him the foregoing offer of proof and states that he would so testify in substance if produced as a witness in this case.

Madge Cole
Flora Taylor.
Margaret Rucoulombier
Sallie Ormsby
Roy. J. Bellon.
Mona Cahall.
Anna Moller
Daisy Kilby
Virginia Pearce
Ida Phillips.
Eva Johnson
Pearl Fields
Lucy M. Canley.
Pearl Black
Ethel Carpenter
Katherine Dant
Morton E. Linger.

Mary Hyde
Edith Hall
Alma Murphy
Ella Chase
Jane Beal
Beatrice Ayre
Ruby Sage.
Earth Doolittle
Ruby Dickert
Linda Crum
Bulah Perkins.
Al. Staat
Hawee Sackem
Sama Lile
Wood Reynolds
Ida Mauck
Emily Fisher

[fol. 3487]

Offer of Proof by Intervener

United States of America
Before the National Labor Relations Board
Seventeenth Region

Case No. XVII-C-371

In the Matter of

Donnelly Garment Company
and
International Ladies' Garment Workers' Union;
and
Donnelly Garment Workers' Union, Party to the Contract

The intervener offers to produce and examine as witnesses herein under oath, if permitted to do so, the persons whose names are signed hereto, and offers to prove that said witnesses, if produced and examined under oath, would testify substantially as follows, viz.:

That toward the end of March or the early part of April, 1937, a meeting of employees was held on the second floor of the Corrigan Building; that all of the undersigned and substantially all of the employees of Donnelly Garment Company and Donnelly Garment Sales Company were present at that meeting; that the meeting occurred after the close of working hours; that they were not ordered or directed or asked to attend the meeting by any officers, executives or supervisory employees of the companies and no such persons were present or had anything to do with the meeting, but that it was a voluntary meeting of employees and the employees attended of their own free will; that it was not a meeting of the Nelly Don Loyalty League; that at the meeting Rose Todd presided and explained that she, [fol. 3488] Hobart Atherton and Sally Ormsby had taken it upon themselves to consult attorneys to see what could be done by the employees themselves toward securing an injunction against violence and threatened violence or to secure other legal protection for the employees; that they had consulted the law firm of Gossett, Ellis, Dietrich & Tyler and had been informed that before the employment could be undertaken a retainer fee of \$500.00 would be required; that at such meeting the action of Rose Todd, Hobart Atherton and Sally Ormsby in consulting attorneys on behalf of the

employees was approved by all those present, and various ways and means of raising the money, such as by giving dances or carnivals, etc., were suggested and discussed; that during such discussion a motion was made from the floor that all employees donate fifty cents each for the purpose of raising that fund and that the motion was seconded and carried; that some contributions in that amount were made at that meeting and others were made later, the collections being made by individuals in the various sections or departments, and that the money for the purpose of paying the attorneys' retainer fee was raised in that way; that these witnesses understood that the legal services for which this money was being raised concerned obtaining injunctive relief or other legal protection and were not connected with the formation of a plant union; that this meeting was held a considerable time before the union was organized on April 27, 1937. All of the undersigned paid their contributions and the foregoing meeting and the agreement to do so resulted from the voluntary action of the employees, without suggestion, pressure, coercion or inducement from any officers, executives or supervisory employees of the companies.

Hessie Horak
Flora Givins
Paul Bennett
Mary Alice Hardin
Maggie Roberson
Lottie Crum
Daisy Kilbey
Cordia Hurdley
Irene Rush
Martha Wilson
Pearl Fields
Anna Gilardi
Esther Carpenter
Bertrude Oora
Bess Jacob
Hazel Talbot
Julia Harralson
Kathryn Chandler
Anna Lisenchi
Rogina Plattner
Anna Reese
Mamie Riddle
Margaret Ruculombier

Margaret Russell
Ruby Rickett
Orpha Renner
Anna Weyferhiser
Catharine Stchari
Helene Sackert
Harold Bond
Arch Kilg
Abner Ruffel
Josephine Demagau
Kenneth Peck
Winnie Underwood
Katherine Bodine
Ellen Nokes
Mary Spores

[fol. 3490] Offer of Proof by Intervener

United States of America
Before the National Labor Relations Board
Seventeenth Region

Case No. XVII-C-371

In the Matter of

Donnelly Garment Company
and
International Ladies' Garment Workers' Union,
and
Donnelly Garment Workers' Union, Party to the Contract

Intervener offers to produce and examine under oath as witnesses herein the persons whose names are signed hereto, and offers to prove by such witnesses that if produced, sworn and examined they would testify in substance as follows:

That they are and on April 27, 1937, were employees of Donnelly Garment Company or Donnelly Garment Sales Company; that on said date a general meeting of employees of said companies was held on the second floor of the Corrigan Building; that said meeting was convened after the close of working hours at the plant and that no employees left work during working hours in order to attend the meeting; that the meeting was called by employees and no officers, executives or supervisory employees of the companies had anything to do with calling the meeting and no such persons attended the meeting or participated in it in any way, and no such persons suggested, urged or asked the employees to attend, nor did any instructors ask or direct the employees to attend, but that the employees went to said meeting voluntarily of their own free wills. Virtually all of the employees appeared to be present at the meeting.

[fol. 3491] Miss Rose Todd acted as chairman and explained that the meeting was called to discuss whether the employees wanted to form their own labor union in order to secure greater protection for themselves as employees than could be otherwise obtained and to be a business organization to deal with the companies as representatives of

the employees. Miss Todd introduced Mr. Frank E. Tyler, of the law firm of Gossett, Ellis, Dietrich & Tyler, who had been consulted on behalf of the employees. Mr. Tyler talked for a few minutes and explained that the Wagner Act had been held constitutional by the Supreme Court and that under the act the employees had a right to form their own union if they chose to do so and that a union of employees would afford a better chance to secure adequate protection than could be obtained if the employees were unorganized. He stated that he had drawn a brief form of by-laws which he would submit if the employees decided to form a union. The matter of forming an employees' union was then discussed and a motion was then made that an independent, unaffiliated plant union be formed. The motion was seconded and a vote was taken and so far as the undersigned know all of the employees present voted in favor of forming such union. The name of the union was discussed and it was decided to call it "Donnelly Garment Workers' Union". A nominating committee of five persons was then appointed for the purpose of nominating nine people to be voted on to compose the executive committee of a general chairman and eight group chairmen. The nominating committee retired from the room.

The chairman then passed out cards, which said in substance, "I hereby agree to become a charter member of Donnelly Garment Workers' Union and agree to abide by its by-laws and regulations". It was explained that the employees could sign these cards or not, as they chose, and that they should sign them only if doing so was their own voluntary choice.

[fol. 3492] The by-laws as prepared by Mr. Tyler were then read by him and he suggested their adoption, with a right to amend when necessary, and by vote of the employees the by-laws were adopted.

The nominating committee then returned with its report. The chairman asked for any additional nominations from the floor but none were made. A vote was taken and those nine persons nominated by the committee were elected. Rose Todd was elected general chairman and she introduced all of the group chairmen. The cards that had been passed out were then collected. Miss Todd then asked

that anybody with suggestions to make should report them to the committee.

This organization meeting convened at 4:30 or 4:45 o'clock and lasted about an hour and a half or longer. The organization of the union was the voluntary action of the employees and did not result in any way from suggestion, pressure, coercion or intimidation of the management or anybody connected therewith, and its formation was in no way sponsored, assisted or dominated by anyone connected with the companies in an executive or supervisory capacity.

- Irene Rush
- Sallie Ormsby
- Harry Grogan
- Mary Hayde.
- Geo. Hall.
- Mary Jameson
- Edith Goll
- May Pitts
- Pearl Black
- Nora Mattoy
- Ella Tibbatts
- Florence Atkinson
- Jessie Wiley
- Anna Lewis Miller
- Otto Zimmerman
- Ruth Finney
- Elsie Wright
- Myrtle Brewer

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- Ruby Lags
- Howard Lichen
- John J. Frost
- Estelle Atkinson
- Mrs. Gardner
- Mary Mc. Clellan
- Kathryn Howe
- Emma L. Beach
- Carrie Scott
- Nell Harper
- Marie Henlong
- Anna Canaday
- Donna Rickard
- Leslie Ward
- Orla L. Canell
- Josephine Penagan
- Ben James
- Pearl Bennett

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[fol. 3508] (Board's Exhibit 1-UUUU—First Part)

Date 7/22/39—Witness

Respondent's Objections to Board's Exhibit 1-TTTT and
Board's Exhibit 30-A.

United States of America

Before the National Labor Relations Board

Seventeenth Region.

In the Matter of Donnelly Garment Company and Inter-
national Ladies' Garment Workers' Union and
Donnelly Garment Workers' Union, Party to the
Contract.

Case No. XVII-C-371

Comes now the respondent and objects to Board's Exhibit 1-TTTT (Motion to amend complaint by adding new subparagraph (p) of paragraph 11 of the complaint), and objects to Board's Exhibit 30-A (Amendment of offer of proof contained in Board's Exhibit 30), and asks that said motion and said offer of proof be denied and rejected for the following reasons, to wit:

1. The Complaint (Board's Exhibit 1-RRR), in paragraph 4A, contained a similar charge, as to eighteen persons. This was stricken by the Trial Examiner. The Board then modified paragraph 11 and inserted a similar allegation in subparagraph (p) thereof, limited, however, to three of said eighteen persons, to wit: Ellen Fry, Glynn Brooks and Mamie Tubbesing.

Respondent submits that the same reasons which justified the dismissal of the charge as to the eighteen persons named in paragraph 4A also justify the denial of the proposed amendment as to three of such persons, and the rejection of the amendment of offer of proof in support thereof.

[fol. 3509] Respondent therefore objects to said amendment to the Complaint and to said amendment of offer of proof, for each and all the reasons contained in respondent's Exhibit 1-TTT (Motion to strike 4A, dated June 7, 1939), and also for all the reasons set forth in respondent's Exhibit 1-HHHH (objections and motion to strike Board's Exhibit 30).

2. The respondent further objects to said Exhibits 1-TTTT and 30-A, for the reason that the testimony offered in Board's Exhibit 30-A in support of the proposed amendment to the Complaint, shows on its face that said testimony would not tend to prove the unfair labor practice charged in paragraph 11, to wit, that respondent by said alleged acts interfered with its employees' freedom of choice in forming or joining a labor organization, in violation of Section 8(1) of the National Labor Relations Act; and because said evidence is immaterial, irrelevant, and remote to any issue herein.

3. For further objection, respondent states (and the evidence shows) that none of said three persons, Ellen Fry, Glynn Brooks and Mamie Tubbesing, was an employee of the respondent on or since July 5, 1935, the date of the enactment of the National Labor Relations Act, and hence there was no obligation on the part of respondent to re-employ them on July 23, 1935, even assuming the truth of the evidence set forth in Board's Exhibit 30-A (which evidence is denied by respondent); and said evidence, if true, would not constitute proof of any unfair labor practice by the respondent in violation of Section 8(1) of the National Labor Relations Act, as charged in said paragraph 11.

4. Respondent further objects to said proposed amendment to the complaint and said amendment of offer of proof for the reason that if said amendment to the Complaint [fol. 3510] (Exhibit 1-TTTT) is allowed or said offer of proof (Exhibit 30-A) is accepted, it will be necessary for respondent to offer oral testimony in rebuttal of the evidence contained in Exhibit 30-A. The Trial Examiner will recall that this matter came up while Mr. Baty was on the stand but that he was not permitted to testify

concerning the matter which is contained in Board's Exhibit 30-A pending the Trial Examiner's reservation of ruling on Board's Exhibit 1-TTTT and Board's Exhibit 30-A.

REED AND INGRAHAM,
Attorneys for Respondent.

Intervenor Joins in the Above Objection.

GOSSETT, ELLIS, DIETRICH & TYLER,
Attorneys for Intervener.

See Rulings of Trial Examiner Bd's. Exh. 1-SSSS

J. C. BATTEN,
Trial Examiner.

{fol. 3511} (Board's Exhibit 1-UUUU—Second Part.)

Date 7/22/39—Witness &.....

Respondent's Objections to Board's Exhibit 28 (Information taken from Payrolls.)

United States of America

Before the National Labor Relations Board

Seventeenth Region.

In the Matter of Donnelly Garment Company and International Ladies' Garment Workers' Union and Donnelly Garment Workers' Union, Party to the Contract.

Case No. XVII-C-371

Respondent objects to Board's Exhibit 28 for the reason that same and the information therein contained is imma-

terial and irrelevant and does not tend to prove any charge in the complaint.

Respondent further objects thereto for the reason that said Exhibit 28 covers only the period of three months' time and does not include the earnings of piece workers, bundle boys, etc., and no inference may be drawn from said Exhibit tending to prove any charge in the complaint.

REED & INGRAHAM,
Attorneys for Respondent.

See Rulings of Trial Examiner, Bd's. Exh. 1-SSSS.

J. C. BATTEN,
Trial Examiner.

[fol. 3514] (Board's Exhibit 1-UUUU—Fourth Part.)

Date 7/22/39—Witness

Respondent's Objections to "NRA-JMC Exhibit 17".

United States of America

Before The National Labor Relations Board.

Seventeenth Region.

In the Matter of Donnelly Garment Company and International Ladies' Garment Workers' Union and Donnelly Garment Workers' Union, Party to the Contract.

Case No. XVII-C-371

Respondent makes the following objections to NRA-JMC Exhibit 17, being rebuttal testimony offered by the Board and the ILGWU from the N. R. A. and Judge Miller case transcripts.

I.

(Testimony of Tillie F. Shirley, Mrs. Reeves, Lillian Rutherford and Lou Perkins.)

Respondent objects to the offered testimony of Tillie F. Shirley, Lillian Rutherford, Mrs. Reeves and Lou Perkins contained in the above-mentioned exhibit, for the following reasons:

1. That same is immaterial and irrelevant to any issue in this proceeding and for the reason that same deals with matters purporting to have occurred prior to the enactment of the National Labor Relations Act.

2. For the reason that respondent was under no legal obligation, at the times referred to in said evidence, to reemploy any of the persons referred to.

[fol. 3515] 3. Respondent further objects thereto for all the reasons set forth in NRA-JMC Exhibit 2A, 2B and 2C (being respondent's objections to the NRA testimony originally offered herein by the Board).

4. Respondent further objects to said testimony as not being proper rebuttal after the close of the oral testimony, and for the further reason that it is irrelevant to any evidence put in by respondent or intervenor.

II.

(Testimony of Thelma Owen.)

Respondent objects to the testimony of Thelma Owen (1 page) offered from the Judge Miller case transcript, for the reasons:

1. Because same deals with matters as to which the respondent and intervenor were excluded from offering testimony.

2. Because same is not proper rebuttal for the foregoing reason, and also because offered after the close of the oral testimony.

3. Because same is irrelevant to any testimony received on behalf of respondent or intervenor.

III.

(Testimony of Sylvia Hull.)

Respondent objects to the offered testimony of Sylvia Hull, consisting of six pages of the above mentioned exhibit, for the following reasons:

1. Said testimony deals with wages and hours and other alleged grievances concerning working conditions at the Donnelly plant which matters are immaterial and irrelevant to any issue in this proceeding.

2. For the reason that said testimony is not proper rebuttal after the close of the oral testimony.

[fol. 3516] 3. Respondent objects to the last page of said testimony for the further reason that same refers to the "March 18" meeting, as to which subject the Examiner has ruled that no further testimony would be received.

IV.

(Testimony of Clif Langsdale.)

Respondent objects to the offered testimony in said exhibit of Clif Langsdale as not being proper rebuttal testimony, after the close of the oral testimony.

Respondent further objects thereto for the reason that said testimony refers to and deals with a stenographic transcript of a conference, which transcript is not offered in conjunction therewith, and therefore said testimony is incomplete and indefinite and should not be considered in the absence of the transcript referred to.

REED & INGRAHAM,
Attorneys for Respondent.

See Rulings of Trial Examiner—Bd's. Exh. 1-SSSS.

J. C. BATTEN.

[fol. 4362]

(Board's Exhibit 2.)

N. D. A. A. News.

Vol. 2.

Feb. 13, 1935.

No. 14.

The Staff.

Editor	H. Dille
Sports Editor	B. James
Plant Editor	J. McConaughey
Makeup Editor	H. Jensen
Business Mgr.	J. O'Connor
Circulation Mgr.	J. Tobin
Printer	H. Ramsay

Reporters

C. Fisher—L. Sachan—S. Sparks.

900 Join Loyalty League.

The employees of the Donnelly Garment Company have, in the past week, formed the "Nelly Don Loyalty League" to refute untrue statements and propaganda circulated by the unions.

February 5th, on the instigation of Mrs. Gray and Mrs. Strickland, about 46 employees, representing as nearly as possible the entire factory, met at the home of Mrs. Gray. They decided to sound out the personnel on the forming of the League.

Cards were passed out to 900 employees and all but eleven were signed and returned. Because of the overwhelming response, a constitution was drafted and a Mass meeting called for February 8th.

Mrs. Gray opened the meeting with an account of what had been done and will be done. She displayed a drawing of a tentative pin and explained the meaning of the word [fol. 4363] "loyalty" as it pertains to the league's purpose.

In separate meetings, representatives had been chosen from each department to assure the future and fairness of the directory board. These names were announced and taken down by the secretary pro-tem.

Herbert Mutchler was asked to act as temporary chairman. He read a pertinent editorial from the February 16th issue of "Liberty" Magazine. He announced that the directory board would act as an election board. The result of their selection will be ratified or refused by a mass meeting to be held soon. By-laws will be decided upon at this meeting.

There will be no dues in the League.

[fol. 4365]

(Board's Exhibit 3.)

Date 6/13/39—Witness Green.

I hereby agree to become a charter member of The Donnelly Garment Workers Union and to abide by its by-laws and regulations.

Sign here **MARJORIE GREEN.**

[fol. 4366]

(Board's Exhibit 4.)

Date 6/12/39—Witness Todd.

By-Laws
of
The Donnelly Garment Workers Union

Article I.

Name:

The name of this organization shall be the Donnelly Garment Workers' Union.

Article II:

Purpose:

The purpose of this organization shall be the protection and furtherance of the rights and interests of the employees of the Donnelly Garment Company by means of dealing with proprietors and employers through a committee representing this Union as to wages, terms, hours, and conditions of employment in the Donnelly plant; the protection of employees and members of this Union from coercion, intimidation, violence or threats of violence in order to force them to join unions organized and dominated by outsiders not employees in this plant; to enable the employees of this plant to continue in their employment therein with what is believed to be the smallest reasonable expense of unionization; the greatest chance of continuous employment without strikes or lockouts, and under the best conditions as to wages, hours, and surroundings which can be reasonably obtained; to promote the welfare of the employees of the Donnelly Garment Company as a group and individually by all lawful and proper means.

Article III.

Nature of Organization:

This Union shall be open to all employees of the Donnelly Garment Company. It shall be an independent organization, not affiliated with any other labor union or organization of labor unions, and members of it shall not be members of any other labor union.

[fol. 4367]

Article IV.

Dues:

The dues of members of this organization shall be Twenty-five cents (25¢) per month.

Article V.

Officers and Representatives:

The members of this Union shall annually elect a chairman and eight (8) group members, making up a committee of nine (9), all of whom shall be employes of the Donnelly Garment Company, and who shall have authority to call meetings of the members of the Union at which the general chairman, or some other member of said committee, shall preside, to represent the members of this Union in dealing with employers as to wages, hours, terms, and conditions of employment, and negotiating with employers concerning any disagreements between employers and employes, and investigating and presenting any complaint of any employe or employes as to any matters connected with his or her employment. The committee shall have no power to call or direct a strike of the members of the Union without first presenting such matter to the membership at a meeting open to members of the Union only and at which meeting there shall have been a majority vote in favor of such action.

Article VI.

Officers:

In addition to the general chairman of the committee of nine, there shall be designated by election of the Union, or if not so done by the Union then by appointment of the general chairman, a vice-chairman who shall preside in the absence of the chairman, a secretary and a treasurer who shall be members of the committee of nine and who shall exercise the duties generally exercised by such officers [fol. 4368] in similar organizations.

Article VII.

Elections:

The general chairman shall call a meeting for the purpose of the annual election of members of the committee of nine on the fourth Tuesday of April of each year, giving notice

of such meeting at least three days in advance thereof, at which meeting each employe being a member in good standing of this Union shall be entitled to one vote. If the general chairman shall fail to call such election, then a majority of the committee may send a call for an election at a date selected by them.

Article VIII.

Authority of Committee:

The committee of nine shall have full authority to represent the Union in taking all necessary and proper steps to complete the organization of this Union, to represent it in any matters in which it may be properly concerned, to employ counsel for it to take steps to comply with any legal requirements or regulations to which it may be subject, to preserve and protect the rights of its members in the peaceful carrying on of their employment, to represent further and protect the interests of its members in dealings with their employers.

[fol. 4369]

(Board's Exhibit 5.)

Date 6/13/39—Witness Todd.

Plaintiff's Exhibit No. 78.

State of Missouri,

County of Jackson—ss.:

MARY HANBACK, of lawful age, being first duly sworn, on oath states:

I am a stenographer employed in the designing office of the Donnelly Garment Company and have been so employed for approximately six years. I am a qualified stenographic reporter.

On April 23, 1937, I made a stenographic record of a conversation which took place in the nurse's office in the Donnelly Garment Company's plant between Mrs. Fern Sigler (an operator), Mrs. Ella Mae Hyde (employment manager), Mr. Lee Baty, (Production Manager), and Miss Rose Todd (in the pattern department). The attached typewritten transcript, marked Exhibit 1 and made a

part hereof, is a correct transcript of the aforesaid conversation so reported by me.

MARY HANBACK.

Subscribed in my presence and sworn to before me this 28th day of October, 1937.

M. L. WATERS,
Notary Public in and for
Jackson County, Missouri.

My commission expires May 9, 1939.

[fol. 4370]

Exhibit 1.

Fern Sigler

April 23, 1937

R. Todd: I hardly know what to say. It is all right for you to work but I don't know that you can do with that many girls that feel that way. How long have you belonged to the union?

Fern Sigler: A couple of weeks.

R. Todd: I wish you would tell me why you feel the way you do.

F. Sigler: I think it is the best idea. Every employee has a right to join any organization they choose.

Mrs. Hyde: It's perfectly all right. We have no objections.

F. Sigler: An employer should be able to control their girls.

R. Todd: It is a little bit difficult when there are 44 people in a section and one feels entirely differently.

F. Sigler: I haven't bothered anybody. I don't know what business it is of theirs if I belong to anything else.

Mr. Baty: How did they find out you belonged to the union?

F. Sigler: I wore my pin.

Mrs. Hyde: Did you wear your Loyalty League pin?

F. Sigler: I haven't worn my Loyalty League pin for two weeks. I didn't wear either of them.

R. Todd: Of course, we have had union people work here for years. I have been here most of the last twelve years and there has always been union people here. We don't care. We have hired union people. They have come over from Lee's and worked week after week when their work was slack over there. However, time alters circumstances, personal opinion is incensed and it is a little difficult to keep that many people from expressing their opinion.

[fol. 4371] Mr. Baty: You think the matter over and I suggest that you go home for a few days until things quiet down.

F. Sigler: It will be the same thing when I come back.

Mr. Baty: It's just the publicity in the paper and the people are pretty well riled up. It is impossible to control them as long as you remain but in a few days it should quiet down.

R. Todd: I talked to some of the girls yesterday afternoon and tried to get them to see that it's all right if you want to work and belong to the union. However, they feel so keenly about it, we don't think we can do anything about it. It's a case of the majority ruling. If we have many people who feel the way you do about it, they would be after the other that felt differently. Apparently, they don't feel that way. It is very evident that they don't.

Mrs. Hyde: These girls won't stay at their machines as long as you are in the section.

F. Sigler: If they wanted to show their loyalty to Mrs. Reed, they would be back at their machines and not wasting time. I was trying to do my best to produce but you can't do anything with a mob standing over you.

R. Todd: It's not a personal thing, Fern. I could go down and sit down and sew and they wouldn't bother me but I don't feel the way you do about

it. When that many people are incensed about a thing and feel so sincerely that they are right, they can't help but express themselves. One does and the others are going to follow. What do you think you have gained that we haven't by joining the union?

F. Sigler: Shorter working hours.

R. Todd: You have been able to work most any hours [fol. 4372] you wanted to. Nobody forced you to work on Saturday.

F. Sigler: Two weeks ago when I was off sick, and still sick when I came back, I got bawled out two different times for being off sick.

R. Todd: Bawled out by whom?

F. Sigler: By Ella Mae.

Mrs. Hyde: My name is Mrs. Hyde. Do you know how many days you have missed so far this year?

F. Sigler: Two days on account of death and the other four or five days I was sick.

Mrs. Hyde: At the time, you admitted that you could have been on the job more.

F. Sigler: I said I was sick. If you will give me an authorized statement to go home, I will take it and go.

R. Todd: Nobody is going to do any violence against you. If you want to go home, all right. You got yourself in it and you can stay in it or get out if you want to get out. As president of the Loyalty League, I am not going to try to sell you on the idea that we are right but the majority will certainly rule in a case like this. You expect the majority to rule if they believe like you; we expect it to rule when they believe like we do. We have had no violence and we don't intend to have any violence.

Mr. Baty: You will have to go temporarily. It's not a matter of choice. We don't intend to have a disturbance here. If you will go home, we will call you back when we think it is quieted down. It

is the only thing we can do. People from every floor in the factory were down at your machine a while ago.

F. Sigler: I didn't invite them down. I was tending to my own business.

Mr. Baty: They weren't ganged up at any other spot [fol. 4373] so there is no doubt as to who was causing the dissention and we can't send home 700 people and keep one. You get ready and go home and we will call you back when this has blown over.

F. Sigler: This is a layoff then?

Mrs. Hyde: Nobody has fired you.

Mr. Baty: It is just temporary. When things have quieted down, we will call you back in here.

Mrs. Hyde: Do you have anything at your machine you want?

F. Sigler: I don't know whether I have or not. I may have a blouse down there.

Mrs. Hyde: ~~It's~~ safe if you want to leave it but if you want it, I'll get it for you.

Mr. Baty: We will see what happens and call you Monday or Tuesday.

R. Todd: That will give the girls time to calm down.

Mr. Baty: We will talk to them in the meantime and keep them quiet.

Mrs. Hyde: We had better be sure we know how things are down here before we have her come in. I will call her Monday morning.

Mr. Baty: The whole thing is an outbreak from the publicity in the paper last night.

F. Sigler: What was the publicity?

R. Todd: An article in last night's Post. Haven't you attended any meetings?

F. Sigler: No, I haven't attended.

- R. Todd: Read the Post after you leave and keep informed on it.
- F. Sigler: Are you paying me for the time I am off? I need my pay as well as any of the other girls. How do you think I'm going to live?
- Mr. Baty: Why do you think we should pay you while you are off? You joined this organization and these [fol. 4374] girls are very much opposed to it. It is no fault of the company that they don't like you and won't work around you.
- F. Sigler: An employer is supposed to be able to keep the employees at work.
- Mr. Baty: We won't go into the Wagner Act. We're just running our business here and not a law office.
- F. Sigler: These factories all come under that, you know.
- R. Todd: Did you join because you really wanted to join?
- F. Sigler: Yes, I certainly did. I have a mind of my own and I don't let anybody control it.
- Mr. Baty: Do you think the union will give you better working conditions and better treatment personally.
- F. Sigler: I wouldn't say. I don't know.
- Mr. Baty: The thing that I am interested in is that if there are any particular conditions here that are not right, I want to correct them.
- R. Todd: It has always been the practice here that if we had any complaints to make, we made them. If we don't make them, we certainly can't straighten them out.
- F. Sigler: You can do things I don't have the authority to do.
- R. Todd: I have no authority. There isn't anybody who has worked around this place in as many different places as I have. I used to have a desk upstairs. I was gone a couple of years and took what they had to give me when I came back. Nobody has

done more different kinds of work than I have. Many times I didn't know where I was going to work. This old business of living is kind of a "give and take" proposition and you might as well be happy about it. I have operated a machine and worked in the dividing department and done a little [fol. 4375] pattern work. If you are going to work in any organization you have to fit in. You also have to do things the way the majority want them done. My advice to you is, if you feel that strongly about the union and have enough people to back you up, be in a union shop. I wouldn't any more think that I could join the union and get by with it than the man in the moon. I'd expect to be put out in the street and sit there. You can't expect any organization to revolve around one or two people. There are 1200 of us. I have no way of knowing how many of you there are but it is very evident that it is not a majority. I talked to some of the girls last night and asked them to be quiet about it and they went away thinking they would. When they all got together they couldn't stand it. What do you think you had better do?

F. Sigler: I don't know.

R. Todd: Didn't you expect this to happen when you told everybody you belonged to the union?

F. Sigler: I didn't see why it should.

R. Todd: Did you think you had enough people here to back you up? What did you expect? I never tried anything in life that the majority didn't rule. We went downstairs and sent those girls back to work and they went back to work.

F. Sigler: Didn't I have a right to join this union? As long as I don't bother anyone, what business is it of theirs if I belong?

R. Todd: If you had a majority of union people and I came to work in your organization, you wouldn't feel very friendly towards me, personally and as an individual. By the time you got ten or twenty people together, you wouldn't be very nice to me about it.

Mrs. Hyde: They wouldn't let you work if you didn't belong to the union.

[fol. 4376] R. Todd: It would be a closed shop and you would hire nobody except union people. We are going to run an open shop as long as the majority feels that way. The majority is going to rule, as always.

Mr. Baty: I am going to ask you to go home temporarily and Mrs. Hyde will call you back when I think it is safe for you to come back.

[fol. 4377] (Board's Exhibit 6.)

Date 6/13/39—Witness Todd

Articles of Agreement.

This Agreement is made and entered into between the Donnelly Garment Workers' Union, a plant labor union made up of 1305 out of a total of 1333 employees of the employer below mentioned, party of the first part, and the Donnelly Garment Company, a Missouri corporation being engaged in manufacturing, and the Donnelly Garment Sales Company, a Missouri corporation being engaged in selling, each of said corporations having its home office and principal place of operation at 1828 Walnut Street, Kansas City, Missouri, parties of the second part. Party of the first part and parties of the second part hereby contract and agree as follows:

(1) This agreement shall apply to each corporate employer and its employees, it being recognized that the business of said companies and the relation of the employees of the said corporation are, in certain respects, dependent upon each other, and that it is desirous to have the same general conditions of employment in each of said companies. The word "employees" as used herein shall apply to the employees of both companies except executives or any person or persons having authority to employ or discharge, and the word "employers" as used herein shall refer to both corporate employers.

(2) Rates of pay: The rates of pay of employees under this contract shall be such as are agreed upon by the par-

ties hereto. However, such rates shall have a minimum of Fifteen Dollars (\$15.00) per week as hereinafter stated, this minimum being especially applicable to less-experienced and under-average piece work operators, messengers, bundle boys, and other unskilled workers. Wages for experienced operators, cutters, mechanics, pressers, etc., shall be based on their experience and skill.

(3) Hours: The working hours of the employees shall be eight (8) hours per day exclusive of meal period and forty (40) hours per week. Any time in excess thereof shall be deemed as overtime.

(4) The employer recognizes the election of a committee of the union to represent it, provided members of such [fol. 4378] committee shall have been continuously employed by the employer for the period of at least a year immediately preceding election to such committee; and the employer agrees to further negotiate and deal with such committee in regard to the working conditions, wages and hours of labor of employees, and all other matters properly within the jurisdiction of such committee.

(5) Promotion and Seniority rights: Instructors and floor girls in addition to those employed at the date of this contract, or substituted for any of those now employed, shall be chosen by the employer from the rank of operators or other employees of the company except in cases of emergency or where definitely exceptional circumstances exist.

(6) The employer recognizes the union as the sole bargaining agency on behalf of the employees.

2-(7) Complaints and grievances: Any employee considering himself or herself unjustly disciplined or unjustly treated shall have the right to present such matter to the duly authorized committee of this union, and such committee by a majority vote may elect to take the matter in question up with the employer for the purpose of securing redress for any proper grievance or injustice which the committee may believe to exist. Nothing in this agreement, however, shall prevent any employee from taking up any matter of dissatisfaction directly with the management in addition to presenting such complaint to the committee representing the union.

(8) Meal period: The meal period for employees shall not be less than thirty (30) minutes per day nor more than one (1) hour per day, but within such limits as may be fixed by the committee.

(9) Closed shop: The employer agrees that on and after June 5, 1937, no one of its employees shall be retained in its employ who is not a member of this union. It is further agreed that hereafter no person shall be employed by the employer who does not, at or prior to such employment, sign an application for membership in this union, and no such person shall be retained as an employee who shall not, within two weeks after such employment [fol. 4379] begins, be accepted by this union as a member.

It is further agreed that no one shall be continued as an employee after such person shall have resigned from or ceased to belong to this union either by voluntary retirement or expulsion.

(10) Lay-offs: It is recognized by the parties hereto that it is desirable that employment should be as regular and continuous as is consistent with proper merchandising and working conditions. If the employer shall believe that a shorter day for employees will avoid a lay-off of any substantial number of employees, such shorter day with proportionate rates of pay for employees on hourly or weekly basis may be established.

(11) The employer agrees that the individual who may be chosen as general chairman of the union shall be entitled to spend the necessary time in the affairs of the union and to continue his or her employment with the company at the proportionate rate of pay hitherto received from the company for the time thereafter given to the company.

(12) Arbitration: The union and the employer agree that in the event they are unable to agree with reference to any matter of dispute, the question in dispute shall be submitted to a Board of Arbitration, one member to be chosen by the union, one by the employer and the third by the two above-referred-to, and if the two cannot agree as to the third arbitrator, then the third member shall be

chosen by a Judge of the United States District Court of this district. The parties hereto agree to accept and abide by any decision made by a majority of said Board of Arbitrators.

(13) **Strikes, Stoppage and Lockouts:** This agreement provides for an orderly adjustment of differences. Therefore it is agreed by the parties hereto that during the term of this agreement, there shall be neither a strike, stoppage in work by the employees, nor a lockout by the company.

(14) It is understood that the employer shall have the right to reduce the number of employees in accordance with its judgment as to business requirements, and to discharge any employee whose services are unsatisfactory [fol. 4380] to the employer for any reason which, to the employer, shall seem sufficient, but such discharge shall not be because of the affiliation of said employee with this union or his or her activities therein.

(15) **Vacations:** Each employee of this plant who shall have been employed for a period of not less than six (6) months of consecutive employment, and who has a regular attendance record, shall be entitled to one week per year vacation with pay. An employee who shall have been employed for a period of not less than two (2) years consecutive employment, with a regular attendance record, shall be allowed two weeks vacation per year with pay. The times at which such vacations shall be taken to be arranged by the employees and a representative of the employer, and in case of any claim of unfairness to the employee the matter to be referred to the committee of the union for adjustment with the employer.

(16) The members of this union shall have the privilege of taking out sick and accident insurance with the Prudential Life Insurance Company as at present contracted for, and the employer agrees to pay not less than one-half of the premiums on such insurance so long as said contract is in effect. The members of the union shall have the right, at their option, to become parties to a group life insurance plan with the Prudential Life Insurance Company as at present contracted for, and the employer agrees to pay one-half of the premiums on such in-

surance so long as said contract is in effect. The employer agrees, as at present, to maintain in its plant at 1828 Walnut Street, Kansas City, Missouri, or at any successor plant in Kansas City, Missouri, a hospital room with not less than two trained nurses in attendance, said service to be for the benefit of all members of the union free of charge.

(17) Duration of contract: This contract shall continue in full force and effect for a period of twenty-four months from the date hereof.

[fol. 4381] In Witness Whereof, we have hereunto affixed our hands, this 27th day of May, 1937. Executed in duplicate.

**DONNELLY GARMENT
WORKERS' UNION**

By Rose K. Todd, General Chairman
Mamie Riddle, Vice Ch.
Marjorie Green, Sec.
F. V. Brown, Tres.

Committeemen,
Party of First Part,
Charlotte Casey
Anna Richards
Lillian Ellis
Sallie K. Ormsby
Jack McConaughy
H. F. Atherton

DONNELLY GARMENT CO.
By Nell Quinlan Reed, Pres

Attest:
R. J. Ingraham,
Secretary.

**DONNELLY GARMENT SALES
CO.**

By Alex C. Green, Pres.

Attest:
R. J. Ingraham,
Secretary.
Party of Second Part

[fol. 4382]

(Board's Exhibit 7.)

Date 6/13/39—Witness Todd.

Supplemental Agreement Provided In The Agreement Of May 27, 1937.

Whereas, an agreement was, on the 27th day of May, 1937, entered into between the Donnelly Garment Company, Donnelly Garment Sales Company, and the Donnelly Garment Workers' Union, which said agreement provided that rates of pay should be agreed upon by the parties thereto;

Now, Therefore, it is stipulated and agreed as follows:

[fol. 4383] The following holidays shall be recognized:

Decoration Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

All workers shall be paid for these holidays, piece-workers on the same basis as paid vacations.

The Employer shall have the privilege to make up for the time lost on account of holidays.

[fol. 4384] Methods now used by the Employer in determining piece-work rates shall be continued.

For the purpose of this agreement, employees shall be designated by groups according to the types of work performed.

Group "I" Operators shall include:

Operators who work a portion of the time on garments selling above \$45.00 per dozen and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform two or more different types of operations or operate efficiently two or more different types of machines conforming to the quality standards set by the Employer. This group includes operators on any two types of machines, including special machines such as:

Pinking
Binding
Blind Stitching
Hemstitching
Embroidery
Shirring

Taper
Double Stitcher
Tuckers
Button and buttonhole
Snap
Hook and eye
Zigzag

The piece-work rates shall be the same for all operators in this Group and are so fixed that at least;—

40% of the operators shall receive an average minimum of not less than 64¢ per hour, viz. \$25.60 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 56¼¢ per hour, viz. \$22.50 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

It is estimated that approximately 40% of the operators of this Group could perform all the sewing on gar- [fol. 4385] ments selling above \$45.00 per dozen if all of this type work was assigned to specific operators. However, to permit the distribution of this work to a larger number of operators and to provide more continuous employment throughout the year, the above method for minimum wages has been agreed upon.

Group "II" Operators shall include:

Operators who work on cottons, linens, etc., selling at \$45.00 per dozen and below, and who efficiently perform two or more different types of operations or operate efficiently two or more different types of machines conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all operators referred to in this paragraph and are so fixed that at least;—

40% of the operators shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "III" Operators shall include:

Operators who work exclusively on lower priced cottons and who are not included in Groups "I", "II", or "IV".

The piece-work rates shall be the same for all operators referred to in this paragraph and are so fixed that at least;—

40% of the operators shall receive an average minimum of not less than 45¢ p r hour, viz. \$18.00 per week of 40 hours.

The remainder shall receive an absolute minimum of [fol. 4386] not less than 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "IV" Operators shall include:

Beginner operators, working on low priced cottons.

The operators included in this group shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

The classification of "beginners" shall not extend as to any one worker longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

Pressers:

Machine pressers shall be paid at the rate of 75¢ per hour, viz. \$30.00 per week of 40 hours.

Group "I" Hand Ironers shall include:

Hand Ironers who work a portion of the time on garments selling above \$45.00 per dozen and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all hand ironers in this group and are so fixed that at least;—

40% of the hand ironers shall receive an average minimum of not less than 64¢ per hour, viz. \$25.60 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 56¼¢ per hour, viz. \$22.50 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

[fol. 4387] Group "II" Hand Ironers shall include:

Hand Ironers who work on cottons, linens, etc., selling at \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer on all classes of the aforesaid goods.

The piece-work rates shall be the same for all hand ironers referred to in this paragraph and are so fixed that at least:—

40% of the hand ironers shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

And that at least 30% shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week for 40 hours.

And that the remainder shall receive an absolute minimum of not less than 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "III" Hand Ironers shall include:

Hand Ironers who work exclusively on lower priced cottons and who are not included in Groups "I", "II", or "IV".

The piece-work rates shall be the same for all hand ironers referred to in this paragraph and are so fixed that at least;—

40% of the hand ironers shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

The remainder shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "IV" Hand Ironers shall include:

Beginner hand ironers, working on low priced cottons. The hand ironers included in this group shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

The classification of "beginners" shall not extend as to [fol. 4388] any one working longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

Group "I" Folders shall include:

Folders who work a portion of the time on garments selling above \$45.00 per dozen and work the remainder of their time on garments selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all folders in this group and are so fixed that at least;—

40% of the folders shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

And that the remainder shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

Group "II" Folders shall include:

Folders who work on cottons, linens, etc., selling at \$45.00 per dozen and below, and who efficiently perform their duties conforming to the quality standards set by the Employer.

The piece-work rates shall be the same for all folders in this group and are so fixed that at least;—

40% of the folders shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

And that the remainder shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "III" Folders shall include:

Beginner folders, working on low priced cottons.

The folders included in this group shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

[fol. 4389] The classification of "beginners" shall not extend as to any one worker longer than a period of twelve consecutive weeks.

There shall be no discrimination in piece-work rates paid to beginners.

Miscellaneous Piece-workers

It is agreed that at least 50% of all piece-workers not included in the foregoing groups, such as belt turners, workers in notion department, button hand sewers, etc., shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours. The other 50% shall receive an absolute minimum of 41¼¢ per hour, viz. \$16.50 per week of 40 hours.

Group "I" Examiners shall include:

Employees to whom silks, woollens and cottons selling above \$45.00 per dozen are regularly assigned for examination, and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "I" examiners shall receive an average minimum of not less than 52½¢ per hour, viz. \$21.00 per week of 40 hours.

Group "II" Examiners shall include:

Examiners who work on cottons, linens, etc., selling at \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "II" examiners shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

Group "II" Examiners shall include:

Examiners who work on cottons, linens, etc., selling at [fol. 4390] \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "II" examiners shall receive an average minimum of not less than 45¢ per hour, viz. \$18.00 per week of 40 hours.

It is recognized that in order to maintain as nearly as possible constant employment throughout the year it is frequently necessary to transfer manufacturing employes from one section to another, in which case they shall retain the standing of their regular section. But in case of such transfer if the compensation be higher than the section from which the employe was transferred, they shall be entitled to such higher rate while so transferred.

"A" Class Machine Cutters

"A" Class Machine Cutters shall receive a minimum of \$42.50 per week of 40 hours.

Stretchers

Stretchers shall receive a minimum of \$33.00 per week of 40 hours.

Helper Stretchers

Helper Stretchers shall receive a minimum of \$25.00 per week of 40 hours.

Apprentice Stretchers

Apprentice Stretchers shall receive a minimum of \$18.00 per week of 40 hours.

Group "I" Dividers shall include:

Dividers who perform efficiently all types of dividing work conforming to the quality standards set by the Employer.

Group "I" dividers shall receive an average minimum [fol. 4391] of not less than $56\frac{1}{4}$ ¢ per hour, viz. \$22.50 per week of 40 hours.

Group "II" Dividers shall include:

Dividers who work almost entirely on cottons selling at \$45.00 per dozen and below and who efficiently perform their duties conforming to the quality standards set by the Employer.

Group "II" dividers shall receive an average minimum of not less than 50¢ per hour, viz. \$20.00 per week of 40 hours.

Group "III" Dividers shall include:

Beginners in the dividing department and shall receive a minimum of 45¢ per hour, viz. \$18.00 per week of 40 hours.

Group "I" Mechanics shall include:

Mechanics who efficiently service all types of sewing machines and other mechanical equipment.

Group "I" mechanics shall receive a minimum of \$42.50 per week of 40 hours.

Group "II" Mechanics shall include:

Mechanics who efficiently service all single needle sewing machines and a limited number of special sewing machines.

Group "II" mechanics shall receive a minimum of \$40.00 per week of 40 hours.

Mechanic Helpers

Shall receive a minimum of \$25.00 per week of 40 hours.

Mechanic Apprentices

Shall receive a minimum of \$18.00 per week of 40 hours.

[fol. 4392] Miscellaneous Indirect Labor—Week Workers.

Work Distributors \$20.00 to \$25.00 per week of 40 hours.

Janitors and Maids—experienced—Minimum of \$18.00 per week of 40 hrs.

Bundle Boys \$16.50 to \$18.00 per week of 40 hours.

There shall be a minimum of \$16.50 per week of 40 hours for beginners in all line of work in plant or office.

[fol. 4393] It is recognized that in order to maintain as nearly as possible constant employment throughout the year it is frequently necessary to transfer manufacturing employes from one section to another, in which case they shall retain the standing of their regular section. But in case of such transfer if the compensation be higher than the section from which the employe was transferred, they shall be entitled to such higher rate while so transferred.

The position and classification of each individual is to be determined by the Employer.

Workers employed on a strictly temporary basis shall not be compelled to join the union, unless the union so requests.

All workers, whether paid by the piece or by the week, including office workers, shall be on the same basis in regard to hours, vacations on pay, service in hospital rooms, privileges of sick and accident insurance, group life insurance, hospitalization, and any other services which may be offered by the Employer and for which the Employer pays all or any part of the cost.

There shall be no factory entrance, the lobby and elevators shall be open to all employes whether in plant, office or designing room.

Salesmen, office employes, shipping clerks, instructors, designers, and any other employe not heretofore included shall receive the compensation now being paid unless changes are made by mutual consent. But no person shall receive less than a minimum of \$16.50 per week of 40 hours..

[fol. 4394] This contract may be amended from time to time by the mutual consent of the parties hereto, and shall in its present form and as amended be in force from this date until twelve o'clock noon on the first day of July 1938, and shall be deemed to be extended from year to year, unless one of the parties to the contract shall, at least sixty days before the first day of July in any year, give notice in writing to the other party that the contract shall terminate on July 1, of that year.

In Witness Whereof, the parties hereto have caused this contract to be signed by their respective representatives and officers this 22 day of June, 1937.

Executed in Triplicate.

DONNELLY GARMENT COMPANY,

DONNELLY GARMENT SALES
COMPANY.

DONNELLY GARMENT WORKERS
UNION.

[fol. 4395]

(Board's Exhibit 8.)

Date 6/13/39—Witness Todd.

Notes on Meeting Held April 27, 1937.

Meeting opened by Rose Todd. "I believe everyone is present and it certainly is a very gratifying sight to see this many of us together again. I sincerely hope this meeting is going to be as enthusiastic as our last one was.

"As chairman of the committee of employees, I have called this meeting this afternoon to discuss a matter of vital importance to us as employees.

"Several weeks ago it seemed to me that it was necessary to obtain some legal advice for us. After considering where we could obtain that advice we decided to ask Mr. A. Gossett and Mr. F. E. Tyler to act as attorneys for the employees.

"I have known Mr. Gossett and Mr. Tyler personally for years. More and more these past few weeks it has seemed to me that we are approaching a time when it will be necessary to form an organization that will give us the protection that we need.

"Your first question no doubt it, 'won't the Loyalty League do that?' My answer is, 'it will not'—because the Loyalty League is purely a social organization that we want to keep alive and going, and this will be a business organization to take care of our problems and give us representation to definitely confer with the proper representatives of our company at times when we feel that it is necessary.

"I am not presenting this to you without giving the plan very careful thought and after asking the advice of Mr. Gossett and Mr. Tyler.

"No doubt you are hearing rumors, and recent activities show you that we have reached the time when our plans must be definite.

[fol. 4396] "Our loyalty and sincerity to ourselves and to each other can well be displayed at this time.

"The law gives us the privilege to organize a labor union and we need this protection immediately.

"We have been trying to think of a name to call this organization, because as many of the details as we can should be worked out today. I have this suggestion to make (and we have also talked this over with Mr. Tyler), and we have agreed that it is a good one. Our new organization will be called **DONNELLY GARMENT WORKERS' UNION**.

"I am launching right into discussing this with you because we have a busy afternoon and a lot to take care of. My first personal distress was the use of the word 'union'. You probably do not like it any better than I did but you must see by this time that to meet the demand that can be

made by outside unions that our organization will have to be a union. We are legally entitled to form a union of our own for representation, and if we do we cannot be forced to join any outside union. (Applause) I think what I intended to say was not necessary. I am going to ask you to think this over carefully and sanely as we have been doing for the past few weeks. The evidence is here.

"Now, Mr. Tyler is here with us this afternoon, and I am going to ask him to make a little explanation to you and to talk to you for a few minutes. Mr. Tyler."

Mr. Tyler: "Ladies and Gentlemen. I am appearing before you in a rather unusual position this afternoon. Some weeks ago several employees came to my office and employed Mr. Gossett and myself as legal advisers of the employees, so that I am, in fact, at this moment, acting as an attorney for you, or for many of you, even though you have never seen me before.

[fol. 4397] "We have given your situation the most careful attention we can, and we have a definite piece of legal advice which we wish to submit to you, as your attorneys. First, I want to say that I represent no labor union, and in connection I represent no employer and I am not here to discuss the question of whether a labor union is or is not a good thing. You may believe in unions, or you may disbelieve in unions, and still agree with the advice I am now about to offer you. The reasons for this advice I am going to give to you as they came to us, that we believe it is to your own best interests to organize your own individual unaffiliated plant union of the employees of the Donnelly Garment Company, and proceed with such union.

"To some of you that will be somewhat unwilling, but I wish to give you the reasons that are behind our suggesting this action to you. We noticed in the paper two or three days ago that some representative, or some committee of the Donnelly Garment Workers was shortly to go East to represent those workers at some national convention, or some labor meeting. So far as we have been able to learn there is no authorization by you of any such individual, or any such committee. As long as you remain unorganized, I think that will continue to happen. Some group here or there will be making tentative arrangements

with this or that organization without your authority. Here four or five labor organizations will claim the right to speak for you without your proper authority.

"In order to stop this, and to make it clear that you are speaking for yourselves through your own representatives whom you choose, we think your own union is desirable.

"In the second place, you know as well as I do that in these days it is not at all unlikely that more or less violent efforts can be made to force the employees of a certain factory to join this union or that union. In many cases, [fol. 4398] force, violence, intimidation, threats and similar measures are used to unionize you against your will. It isn't at all unusual for a group of some union to crowd your doorsteps so that you can't get into your work without serious danger. We have already taken precautions against this sort of action, but an injunction is not a very satisfactory remedy. It is rather difficult to try to govern thousands of people by an injunction, and we suggest that if you have your own plant union and bargain for yourselves with your employers you will then be in a position to say to those outside groups, 'There is nothing here to organize, we are already organized'. I think we would be able to give you much better protection in case of any violent attempts of threats or intimidations.

"You probably noticed that the Supreme Court has declared the Wagner Act constitutional. I am not prepared to say that the Wagner Act applied to this organization, because you are engaged in manufacture, and not Interstate Commerce. However, the lines drawn on Interstate Commerce are drawn very close, and perhaps the Wagner Act does apply to you. If it does, it certainly does everything it can to encourage unionization. It says employees shall have the right to organize their own union. It encourages you to take such action as I am now recommending. If the Wagner Act, certainly since it has been declared constitutional, is to extend its protection to you, it will by reason of your becoming unionized and fully recognizes your right to form your own union. I do not think this action can or will be considered as any act of unfriendliness to your employer. I believe they recognize your right to take this step, and that it isn't an unfriendly

act to them. In fact, it is much better for them, and for yourselves, for you to have your own union with your own representatives, rather than have a group here trying to [fol. 4399] represent outsiders from New York, and another group here representing some other outside union, etc.

"Your chance for continuing satisfactory and beneficial employment, your chances for satisfactory wages, for satisfactory hours, for continuous employment, for friendly cooperation among yourselves, will be vastly increased by your joining together in your own union. Certain difficulties may arise (I can't point out just what might possibly happen) but as long as your officers will continue to request Mr. Gossett and myself to advise you and counsel you, we shall be glad to meet these difficulties and do our best to protect you in all your legal rights.

"This organization has a reputation not only in Kansas City, but throughout the Middle West of having an unusual warm and friendly spirit of loyalty, not only with your employers, but among yourselves. That spirit should add very greatly to the satisfaction you get out of your work from day to day, as well as the actual money wages you get. I hope very much that that spirit will continue and that reputation will spread throughout the entire nation. Looking toward that end I again earnestly recommend to your consideration and to your favorable action the formation this afternoon of an independent, unaffiliated labor organization of your own, controlled by a committee that you shall choose, acting for your interests, and representing you both in your dealings with your employer, and to deal with outside parties who may seek to control you. If we reach that stage, if your verdict is in favor of the formation of that union, I should then like to present a brief form of by-laws, and recommend them to you. They would, of course, be subject to your change when and if you see fit."

Rose Todd: "I think Mr. Tyler has made it very clear [fol. 4400] to us how an organization of this kind could act for us, and there isn't any doubt in my mind that there isn't something we can do. I have not felt at liberty to say yes or no because I wanted to talk to Mr. Tyler about

it. There is this one thing that we can do, and I would say that we should not put it off one more day. While we are together as an entire group of employees let's form this organization. I want to ask then for a motion to be made that we form a union at this meeting.

(Motion made by Ethel Reigel that "we form an independent, unaffiliated plant union at this meeting". Seconded by Arch Lile.)

All in favor make it known by saying 'I'. (Unanimous).

"That was very gratifying to me, and I am sure it will be to each one of you. The next thing we should take up, and I should like to ask for a motion to be made that we select or appoint a nominating committee to retire from the room and take enough time, any amount that is necessary, to bring back to us a group of chairmen to act as officers for our union.

(Motion made by Lena Faulconer that a nominating committee be appointed to select a General Chairman and eight Group Chairmen to represent our independent union and to act as officers of our union. Seconded by Eva Lieberman.)

All in favor make it known by saying 'I'. (Unanimous).

"I am going to appoint on that committee five people, headed by a General Chairman. I will ask Mrs. Riggs, of the 9th floor, to act as chairman of the Nominating Committee. As I call your name will you please stand:

Lyle Jeter.

Carl Crawford

Cordelia Taylor (Pressing Department)

Leona Moore (representing the operators)

I am going to ask you all to leave the room after I have given you a few instructions, think this over carefully, and bring back the names of a group of people, one that can act for us as a General Chairman and eight other people that will be a very good representation of our organization as a whole. I have written down here the departments that I think you should remember to represent. My suggestion, first, as I said, is that you have a General Chairman, then have one group chairman say

from the Cutting Department, and I think with the number of operators that we have on the machines that we should have two from that group. We should have one representing our hand-work, and by that I do not mean just hand-sewing. We have various places throughout the organization that when you get together I am sure will come under this classification, 'hand-work', notions, buttons, dividing, receiving department, shipping department; we need one from the office; one from the pressing department; one from the mechanics, etc., and I think we could cover the balance of our employees if you will select one person that is fairly well known to represent the employees in general. We have people in our Receiving Department, various people on the third floor that are in different departments, our maids and our porters. Make this a committee that will be a good representation of our organization.

"I am going to ask this committee of five people with Mrs. Riggs acting as chairman to leave the room—I think the best place for you would be the Recreation Room on the third floor.

"While the Nominating Committee is out of the room, I want to ask all the boys from the Cutting Department, and it may be necessary that I ask for more, to please come to the platform. There is a good big gathering of boys over in the right-hand corner—will you please come forward too?

"I have a card here that I am going to read to you, and after a while I am going to ask Mr. Tyler to read to you the By-Laws that he has drawn up for us to use for our union organization, and it may be that those things will be changed a little, but we could not very well have this meeting today without having our By-Laws read to us. I am [fol. 4402] going to ask the boys to pass these cards out and they will take them up later during the meeting.

(Reading: "I hereby agree to become a charter member of the Donnelly Garment Workers' Union, and to abide by its By-Laws and regulations.")

This is not just for fun, it is all business now. Any of the cards that you do not pass out, please bring back to the

platform. Do not take any of these up yet. I am going to ask you to be patient as the meeting goes along because we have several things yet to take care of. Remember, you do not have to sign these cards unless you want to. If you want to wait until after the By-Laws are read, that is all right, sign your card whenever you want to. Does everyone have a card? Some in the back of the room do not have. Will someone take some cards to the back of the room? Anyone that does not have a card now, please stand up until the boys can get one to you. We have plenty of cards if they are needed. I do not want the cards taken up yet, hold them until I ask for you to take them up. Also, I want to make it clear, if any of you are wondering about the people that are not here—they will have an opportunity to join tomorrow or the first day they are back (a few are out on account of no work, and a few are out on account of illness).

"Hugo Krenz is asking particularly about the employees in the cafeteria. Of course, they are really not employees of the Donnelly Garment Company but if it were not for the Donnelly Garment Company they would not be here, so for the time being we are going to include those people in the cafeteria as employees and members of our Union. If we find that in the future this isn't correct, we will take care of it at that time.

[fol. 4403] "I am going to ask Mr. Tyler now to read the By-Laws that we have asked him to draw up to present to you, because I do not think the committee has had enough time. In the meantime, I will ask him to read the By-Laws to you."

Mr. Tyler: "I wish you would keep in mind as I read these By-Laws that the last thing I want to do is cram anything down your throats if you don't want it. These are your By-Laws, and your union—not mine. If you want to you can decide that a woman has to wear a striped dress or a polka dot scarf to belong to your union, and because we decided to take prompt action does not mean that we are trying to force you to agree to anything. I do suggest, though, that if we tried to discuss the individual viewpoints of each of you we would be here next Monday morning. If these will do at all temporarily, I hope you

will adopt them and later talk them over, and I assure you that a majority of you may amend them, whenever you make up your minds to do so. I suggest you adopt them and then leisurely amend them when the majority of you wish them changed. They are drawn as follows:

Reading of By-Laws.

(Insert right before 'Article III . . . "I might fill in a statement to the effect that under the Wagner Act the fact that you have a committee representing you does not take away your right to go directly to your employer about a complaint. You still have that right even though you have a committee that represents you as a body."

"Some suggestion was made about the employees in the cafeteria. The Labor Relations Board has a right to say that the people in the cafeteria and office will have to have a separate union because they are doing a different kind of work. I do not believe it will happen, but if it does we will meet them when the time comes."

"This union will not finance what some unions finance. You are not financing for the support of some strike in this, or some other city.

[fol. 4404] "In that case you don't need any large dues (25¢ per month in the By-Laws; which can possibly be reduced to 15¢).

"I suggest that if the By-Laws are satisfactory someone move they are adopted.

(Motion made by Ellen Nokes that we accept the By-Laws as they were read. Seconded by Virginia White. Unanimous acceptance.)

"The Nominating Committee has returned to the room, and we will hear from them now. Mrs. Riggs will you come close so we can hear you. Come a little closer, will you please? I think it would be just as well if you would come up here and talk before the microphone."

Mrs. Riggs: "Madame President, and Fellow-Workers. The Committee has arrived at a decision. We submit the following:

General Chairman—Miss Rose Todd

as group chairman from the cutting department, Fred Brown; two group chairmen from the operators, Sally Ormsby and Mamie Riddle. As Group Chairman from the Pressing Department, Anna Richards. One Group Chairman from the office, Marjorie Green. One Group Chairman from the Mechanics, Jack McConaughy. One Group Chairman from the workers in general, Hobart Atherton." Charlotte Casey from the time workers.

Miss Rose Todd: "You have heard the names of the General Chairman and the eight group chairmen, which I will not repeat, but I will ask that a motion be made that these chairmen be accepted as a group.

(Motion made by Hazel Sauke that we accept these chairmen as a group; seconded by Anna Reese. Unanimous decision).

I am going to ask at this meeting that each of these new chairmen come to the platform.

"Our meetings as an entire group of employees are not so frequent, and I thought it would be a very opportune [fol. 4405] time for me to present the new chairmen that will act as our representation at any time that is necessary.

(Presentation of Committee Chairmen)

"I want to ask everyone to remain seated now until we have taken up these cards, and have no one to leave the meeting until we are dismissed. Will the boys please take up the cards now? Has everyone had a card? If not, please stand.

"I have just a few words more that I want to say. If at any time you feel that there are little things going on that should be reported to the committee, please feel free to do so. Is there anything else that should come before this meeting? If not, the meeting will stand adjourned."

[fol. 4406] Notes On Employees Meeting May 11, 1937.

Rose Todd (General Chairman, Donnelly Garment Workers' Union): "I want to call the meeting to order

and ask you to be as quiet as possible. A few people are smoking—will you please put that off until a little later—it isn't any too well ventilated in here anyway.

"I have called this meeting of the Donnelly Garment Workers' Union because so many people have expressed themselves to me today, and it seemed to me it was just as smart to do it today as to wait until tomorrow. I am sorry that a few of the employees had to go home earlier today before we made this decision.

"I want to read this, because I want to be sure to get everything into it that I thought of today:

"Many of the employees have stopped at my desk today to express their feelings in answer to the recent newspaper attack that the Dubinsky Union has made against the Donnelly Garment Company and the Donnelly Garment Workers' Union.

"It seems needless to ask you if the Donnelly Garment Workers' Union is going to answer this threat. But for the satisfaction of each member, I am going to ask this question: 'Are we going to defend our rights as a Plant Union and win this fight?'

"It is always encouraging to each of us to hear the enthusiasm and the expression of determination of our fellow workers. If Mr. Dubinsky has any hirelings here they can carry a report to him.

"In the capacity of Attorney, Senator Reed for many years represented the Donnelly Garment Company, many times preventing infringement on Nelly Don patents, winning a decision against 29 companies that I can remember. In any contact I have never found that Mr. Reed has any or has ever had any connection with the Donnelly Garment Company, other than his interest in Mrs. Reed's business and its preservation for us as employees. We intend to protect our jobs. The Donnelly Garment Workers' Union gives us the bargaining agency that we need with the company officials and the protection we need. Our working agreement with the company officials will be worked out satisfactorily and the interest of [fol. 4407] each employee maintained. Satisfactory work-

ing conditions will be continued and we do not need outside help to accomplish any of these things. Many things have been accomplished by the employees of the Donnelly Garment Company and we finish every job we tackle,

"This one will receive our whole-hearted support and attention and victory will be ours.

"Mr. Dubinsky says they are going to spend \$100,000 to organize this plant. \$100,000 could be spent to much better advantage helping their own members. But they evidently intend to attack us and use any available method to get us to join their union. Several reports have been made of calls on our employees. Many of you have the correct answer ready. The rest of you might prepare yourselves. Because we are not going to join Dubinsky's Union.

(General Applause).

"I think that is a splendid answer. All we can hope for.

"I can't help but feel that that \$100,000 might be spent to very good advantage on their own employees.

"They evidently intend to attack us in every way possible. A number of our girls have been reporting to me from time to time that there have been people who call on them at night. The answers they have given them have been quite apt. I think if I were the rest of you I would get my answer ready.

"I think we all understand now that we are not going to join their Union. (Applause). Any reasonable efforts that we want to take to protect ourselves, we are going to do it. Let's be as peaceful as possible.

"We do have now a little business that has been taken care of since our first meeting and I want to present that to you. If you have any questions to ask that is perfectly all right. There are several things that the Group Chairmen have considered at their meeting, and we have also had a meeting with the officials of the company.

[fol. 4408] (Aside: "If I do this long enough, I may be able to do it without notes.")

"You all know that our dues are to be twenty-five cents a month. I want to tell you now those dues are to be collected on the first Tuesday of each month, so save your quarters.

"We are having a Union card printed—quite a nice looking card, and the twelve months of the year will appear on the card. We are also having some stickers made that will act as receipts for our dues that are paid each month. Last time they were not printed and it was quite a job getting them all ready. Each person in the department collecting the dues as you pay them will paste a sticker on your Union card. You will notice on this card, there is a place to sign your name. Please do not neglect to do that. They should be ready by Friday of this week, but it will be almost impossible to get them to all of you before next Monday or Tuesday.

"There are probably a number of you that have not had occasion recently to be on the ninth floor, but on the right hand side of the door you will find a desk where our work will be conducted.

"In keeping our Union as a very business-like organization, the question of salaries came up. The Group Chairmen asked the officials of the company to consider that the Union pay part of my salary, and the company retain me in their employment the balance of the time. I do not think that will be a great burden to you.

"Then there are other expenses. I do not want anyone to go away feeling that twenty-five cents is too much for you to pay. If things go smoothly, we can always lower our dues. At the present time, it does take quite a little to get an organization of this kind started. Our Union cards are costing something and all those little things have to be taken into consideration.

[fol. 4409] "You realize now that Mr. Tyler is representing the Donnelly Garment Workers' Union, and he will have to be paid. I expect a good many of you are wondering what he is going to charge. I talked to him in some detail, and I am sure you will feel that he is quite right in the answer he gave me. He doesn't know what his answer will be, because it depends on how much

trouble we cause him, and how much work he will have to do for us.

"The Union does have to be self-supporting in every detail. Being a thoroughly reliable group of employees we can take care of our own financial obligations.

"First I want to tell you that each person collecting dues in each department is allowed his dues for doing that work. You will understand that in some departments that isn't anything at all and in others it is too much. There may come a time when we can arrange the collecting of our dues in some other way. At the present time no one has been able to suggest a better plan.

"Our Treasurer at the present time is Fred Brown—he may not be next year but whoever it is will have to spend one night a month taking care of the book work. It seems to me only fair that we pay him for that work. Anybody in our Union would be glad to give their time, but if you have somebody doing that work you expect them to be dependable and reliable and we should pay them something.

"At the present time it seems to me \$5.00 would be all right for a month's work on that. It doesn't seem very much and if we find that it will take more than one night, we will pay the Treasurer more than that.

"I have told you, or it was mentioned, that the Group Chairmen had a meeting and after that meeting I wrote a [fol. 4410] letter to the officials of the Donnelly Garment Company, addressing to [to] the attention of Mrs. Reed asking that they appoint a time and a place for the Chairmen to meet with them. That meeting was held last Thursday afternoon. I want you to understand that with Mr. Tyler helping us, and all, our working agreement is going to be worked out satisfactorily and everybody's interests maintained. One thing we did ask the officials of the company for is a closed shop. That is a detail that cannot come in our By-Laws. It is an agreement that will have to be made between the Union and the officials of the company. Under the Wagner Act we are entitled to it to the extent that anybody working for the Donnelly Garment Company must belong to our Union and cannot belong to any outside Union. (Applause).

"Another question that I have been asked a number of times is 'Can we put a label in our dresses'? We are entitled to put a label in our dresses signed by the Donnelly Garment Workers' Union.

"Lots of people are asking if we are going to have pins. May I hear a motion that we adopt a pin.

Motion: "I move that we have a pin." (Seconded, and approved unanimously).

"I think that takes care of any business that has come up since our last meeting. I want to make this your meeting as well as mine and if there is any new business, let's take care of it at this time. I'm a little bit stingy and it costs quite a bit to get these chairs and this microphone. If any of you have any business you would like to bring up, let's do so at this time.

Question: "Can we pay our dues in advance?"

Answer: "You can pay your dues anyway you want to. That is you have the privilege of paying them in advance if you want to do it."

[fol: 4411] "I do want to say this, that any of you at any time that want to talk to me, remember I can always be reached at noon or anytime necessary. Feel perfectly free to ask any questions you want to ask. The Group Chairmen will have meetings of their own from time to time. When the girls and boys come back from these meetings feel perfectly free to ask them what went on, even if it is a meeting among themselves or with the company officials. There are no secrets about the union.

"During the year there will be a financial statement made, and our books will be balanced every month at the time the dues are collected. That will be our only income for the time being, and if you stop and think about it, you will realize that maintaining our own legal counsel will cost us quite a bit of money alone.

Question: "Can we maintain our standing as a Union and meet on premises maintained by the company?"

Answer: "So far we can."

Question: "How about a Union newspaper?"

Answer: "I have been doing a little scouting around on that. In the past the boys have attempted a paper and the girls have helped a little (very little). We are trying to work out a scheme with the employees, whereby we will have a very interesting news organ and somebody in charge of it that will have time to give to it. We may be able to work this out in the near future."

Question: "If a new employee comes in are you going to set a time before they have to become a member of the Union?"

Answer: "Anybody coming to work for us will join the Union immediately. If there is any doubt in their minds about whether or not they want to join our Union, then there is some doubt in their minds as to whether or not they want to work here."

"Does any one have any other questions? I am going to give you a minute and then we are going to adjourn the [fol. 4412] meeting. If there is anything you want to consider before we have another general meeting, please say so now. It has been so very nice to see you all together again."

Meeting adjourned.

[fol. 4413] Meeting of St. Joseph Plant Employees May 13, 1937.

Rose Todd: "On April 27th we formed a Plant Union, and if you have been reading the papers you will notice and understand that under the Wagner Act we are entitled to have a Plant Union.

"At this meeting of April 27th I was elected General Chairman, and in that capacity I have called this meeting to ask you to join our Union. I want you to feel free to do as you please.

"We have nine chairmen, including the General Chairman, and we have met with Mrs. Reed and officials of the company and asked for a Closed Shop. We are legally entitled under the law to ask for a Closed Shop. Anybody working for the Donnelly Garment Company and belonging to our Union cannot belong to any other Union.

"The question was asked, 'How much time will be allowed before definitely stating whether or not you will join the Union?' I think if you are interested in working for the company you will be interested enough to join the Plant Union. You will not be allowed to belong to any outside Union if you belong to our Union. I want you to understand, however, that we have no grudge against other Unions. All we want is the protection I believe we are legally entitled to for our employees. That is why we formed our Union.

"Any Plant Union has to operate on its own and carry its own expenses. We want it that way, and it is necessary to charge twenty-five cents (25¢) per month dues. I am employed part time by the Union and the other part by the company.

"Our Attorney suggested that we select one chairman [fol. 4414] from the St. Joseph plant to represent the employees of this plant at our meetings in Kansas City. Will someone please make a nomination for that person now?

(Motion made by Christine Westbrook that Mrs. Lillian Ellis be elected to represent the employees of the St. Joseph Plant. Motion seconded by Raymond Smith. Accepted unanimously.)

"We will let you know a little later when the dues will be collected and by whom.

"We are going to have Union cards printed. On this card will be the 12 months, and as your dues are paid they will be marked on the card. You will not have to pay dues when you are not working for the Donnelly Garment Company."

Meeting adjourned.

[fol. 4415] Notes on Meeting of Donnelly Garment Workers' Union, May 25, 1937.

Rose Todd: "Will the meeting please come to order. We have a few things we want to take care of today. First, I want to tell you that our Union cards are being distributed and will be taken care of as quickly as possible.

"I want to read you an article that appeared in the noon paper. No doubt some of you have read it—probably a good many of you haven't seen it yet." (Reading)

"Meyer Perlstein of St. Louis, southwest regional director of the International Ladies Garment Workers' Union, opened headquarters at 1022 Baltimore Avenue today to organize, he says, the Donnelly Garment Company.

"We will open with an advertising campaign through newspapers and radio against the patronage of garments manufactured in the Donnelly plant", Perlstein said. "Six girls now are undergoing training to travel from coast to coast visiting store keepers handling the Donnelly garments urging them to stop handling the Kansas City product. If the store operators refuse to comply their stores will be picketed.

"As membership of our union in the Donnelly plant increases, a strike will be called. In such a case additional money will be required and we are ready to spend \$250,000 to accomplish our goal, and that amount is ready."

"There are two organizers working in the plant at the present time, Miss Wave Tobin, manager of the local union, said, and this number will be increased to fourteen, she said, to build up the membership of the I.L.G.W. union in the Donnelly plant. Both Miss Tobin and Perlstein said a strike would be necessary. (Unquote)

"That is raising their 'ante' quite a bit in two weeks. But I still can't feel they can sign up enough people here to call a strike. (Applause)

[fol. 4416] "If there are any people in here working—I would advise you to work very quietly.

"I think you will all be interested in knowing this—a number of people have asked me if our working agreement has been sent to Mrs. Reed, and a number are wondering if we shouldn't have it there now. I have tried to explain to the various ones that have asked me, that our working agreement is being drawn up by Mr. Tyler. I want to tell you now that I went down to see Mr. Tyler this morning and our working agreement will be finished and in Mrs. Reed's hands this afternoon or in the morn-

ing—I do not know just which time as it has to go through the mail.

"No doubt you noticed in our paper published last week that we are going to have a dance at the Pla-Mor, Friday night, June 11th. I am going to ask Hobart Atherton to explain why we are having this dance."

Hobart Atherton: "I think I said the last time I talked to you that I was mad. I have been mad several times since, but this outside interference is entirely unnecessary."

"We are going to have this dance June 11th at the Pla-Mor, to be given under the auspices of the Donnelly Garment Workers' Union. At this dance we are going to have a few carnival booths so those who do not want to dance can have a good time doing something else."

"I don't know of anything else I can tell you about the dance that you don't already know, so I will turn the microphone back to Miss Todd."

Rose Todd: "If anyone has any questions to ask about the dance, I think this would be a very opportune time to do it."

"I think we should all understand that we are having [fol. 4417] this dance primarily because a great many of our outside friends would like to know us as a group of employees and this will give us an opportunity to have a nice time and get together and make new friends."

"If there is any business or any questions, please bring them up now."

"I might tell you this—we will have the tickets for our dance ready to go on sale about Thursday or Friday of this week. I don't believe we can make it much sooner."

"If there isn't any further business to take care of at this time I would like to hear a motion made to adjourn."

Question: "Will we have card tables for those who want to play cards?"

Rose Todd: "We will have card tables for those who want to play cards. We will also have enough booths to

lend a carnival spirit and give us something besides cards and dancing.

"Any further questions? I don't want you to get tired but I do want to answer all your questions.

"If there is no further business, the meeting will stand adjourned."

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[fol. 4418] Meeting Donnelly Garment Workers' Union
Friday, May 28, 1937

Meeting opened by Rose Todd, General Chairman.

"Please be quiet. I think this is a very fine way for us to end a splendid week of work and the fine things we accomplished yesterday and a grand way to start a three days' vacation.

"The first thing I want to tell you (and then Mr. Tyler will talk to you) is that on Tuesday morning we are going to place on the 7th floor, the pins from which we want to make our selection to use as our union pin. There will be several different styles (one plain gold one; one plain silver one; one silver with enamel; one gold with enamel). I want you to take the opportunity to go by and look at these pins, and on Friday I will ask a representative in each section to send a note around letting each person express his or her desire for a pin, and we will to let them and let that stand as our choice of a Union pin. On the note with the pins will be the price of each one.

"A great many have asked about Union dues. If there is no objection to this, the following statement will tell you how we will handle our dues. When you are not employed you will not pay dues. Our dues will be collected on the first Tuesday of each month. Anyone returning to work, whether it is from the 15th to the end of the month, will not have to pay dues that part of the month. But on the first Tuesday of each month you will pay your dues for that month. If there are no objections we will let it stand that way. If there are any objections, please don't hesitate to make them.

"The next thing I would like for you to remember is that friends make friends. There has been some little [fol. 4419] disturbance around this week. Maybe the girls are right; maybe they are wrong—I am not the one to say. If we have people here we feel are not entirely sincere to our way of thinking, I believe if you will think it over and try to be tolerant and be nice about it, you may be able to win them over to your side. I'm not telling you what to do, but just asking you to think it over.

"I will ask Mr. Atherton to tell you about the Dance and Carnival."

Hobart Atherton: "As I told you the other day, we are having this dance of the D. G. W. U. at the Pla-Mor on June 11th. This will be our first party or dance as a Union. Let's all try to make it a huge success. There will be a few carnival concessions in some part of the ball-room, so those that don't want to dance will have ample opportunity to enjoy themselves. Let's turn out and bring our friends and have a grand party! Thank you."

Rose Todd: "Mr. Tyler is going to give you some explanation of our working agreement. Mr. Tyler."

Mr. Tyler: "Miss Todd and members of the Donnelly Garment Workers' Union, I might read this working agreement which was entered into yesterday, by your committee on the one side, and the employer on the other, but there are at least a half dozen questions that have been asked a number of times and I would rather spend my time giving you my views on those questions and will ask someone else to read the actual working agreement to you.

"I want first to trace the steps you have made in the last month, I say to you, that a careful study of the Wagner Act should convince any fair-minded person, be he lawyer or layman, that every step we have taken is in exact conformity with the law.

(Reading from Wagner Act)

[fol. 4420] "That is the Government saying to you that collective bargaining, in its opinion, is an element of continuing peace and they propose to protect you in your right of self-organization and bargaining as a whole. That

is exactly what you have done. You self-organized and formed your organization in response to the invitation of the Government. Of course, if you had decided to join some other organization that was your right to do so.

(Reading from Wagner Act—Section 7)

“In accordance with that provision of the law, you elected your own representatives. They were representatives of your own choosing.

(Reading from Wagner Act)

“In other words, the Government says in the Wagner Act that if in such organization as you join or as you form, you actually have a majority of the employees, then that organization has the right to bargain for all employees. There is not a shadow of a doubt but what you have the majority of the employees of this plant in this organization. As a matter of fact, you have substantially all of them. Therefore, your organization has the right under the Wagner Act to bargain for all employees. And when you hear the terms of your working agreement read you will see that your representatives, by virtue of this act, have bargained for all employees.

(Reading from Wagner Act)

“Your Union can not take away from you the right as an individual to go directly to your employer to present any grievance you have. You will see when the articles are read that they do not take away your right as an individual to go to your employer with anything you don't [fol. 4421] think is right. You may also go to the committee, and if the committee thinks you are right they will fight it out with the employer, or you may go to your employer if you so desire.

(Reading from Wagner Act)

“That actually says that nothing in the law shall prevent the employer from making a contract with you. Not that the employer has to, but the employer is entitled to make a contract with you if you present it to him that no one shall work in his plant unless they are a member of the Union representing that plant. (Applause)

"In accordance with that provision, in the exercise of your full legal right, a clause will be read to you in that agreement, that on and after June 5th no one shall be employed in this plant who is not a member of this Union. (Applause) But up to that time no discrimination shall be made among the employees because anyone does or does not belong to the Union (up to June 5th). A few are out of town; a few are on the road. They will be given the opportunity to join the Union by June 5th.

"The next thing it seems to me at the present time is a little moderation and a definite feeling of peace. Remember, there are always two points of view in any question. I have no doubt but what some of you have friends or relatives who are disappointed that you have chosen to go this route rather than another. Maybe some of you would have preferred to have gone some other route rather than this one. Remember, those people are entitled to their views—they are human.

"You have won a complete and sweeping victory. Don't endeavor to stir up difficulty. If it is true there are outside organizations that are trying to break down this Union, one way they would naturally go at it would be to stir up trouble in this organization. Don't play into [fol. 4422] their hands by endeavoring to use too much influence on someone you think is not whole-hearted about this matter. Don't take the chance of injuring an employee because you think they may not be loyal.

"I can assure you if there are people here in this organization who are here for the sole purpose of making trouble, they will work their way out in the course of reasonable time. I want to ask you to exercise a little tolerance, realizing you have won an over-whelming victory. Be tolerant and don't instigate anything that might be unfair or aggressive.

"A number of people have said to me, 'should we get a charter for this Union', or 'why don't we get one' or is one necessary?' It is not necessary for you to have a charter for your Union but you can have it if you want it. A few unions are incorporated; a few have charters. But they don't want to accept the responsibility that will follow. If a union is incorporated the court can enjoin and

"fine that corporation. It has a method of control over unions that it doesn't have when they are not incorporated. I don't think that applies to you at all.

"It might increase your feeling of unity to have a charter. You can have it if you want it. It would probably cost you about \$100.00. You would have to file a petition in court and the court would appoint a referee, who would make a return of his findings and the charter would be filed by the Secretary of State at Jefferson City. If you feel you should have a charter, you can have it but I don't think it is necessary. It might be worth while and add to your feeling of unity and responsibility. Let's leave that to the committee to work on. I can assure you that you don't have to have it. Your organization is legal without it. You can choose if you want to take on that additional expense.

"Several people have suggested, 'should not we have legal dealing with the Labor Board?' The Labor Board [fol. 4423] is not created to organize any labor union—it is not to obstruct any labor union. Its duty is when a disturbance results as to which labor union is to bargain with the employer, or whether the employer is in some way coercing or intimidating the employees, or whether they are being dominated by outside influences. Or in other words, if the Union is not getting a square deal the Labor Board hears testimony from both sides and decides which side is right. There is no need for the Labor Board to take any action whatever until such a disturbance or situation arises. I can't see the slightest sign or any possible question of anything done here by force, intimidation or by outside domination. I can't see how a membership of 1305 out of 1333 employees isn't a majority. I can't see any question for the Labor Board to pass on at the present time.

"I have talked to the national attorney for the Labor Board and with the local Labor Board. I told them that we are carrying on a strictly lawful labor union and if there are any proper requirements, lay them on the table and we will abide by them.

"The Labor Board has the right to determine what labor union has the right to bargain with the employees. If there

is any disturbance the Labor Board will determine which union represents the majority. There is no possible question as to this Union representing not only the majority but substantially all of the employees, but we will keep that in mind. The committee is working on that question and if you desire we will go to the Labor Board and ask for a certificate, certifying this Union is entitled to deal with the employer for all employees.

"There are certain rumors that come to us. (Quotes from article in Kansas City Star, May 25).

"I don't believe they will spend that much money to go out and see that people don't buy our garments. If it is [fol. 4424] true that that much money has actually been raised to attack this company, then the people that contributed that money are in need of some very serious protection. (Applause)

"This is still a free country. To say that any outside organization (I don't care how good or how perfect) has the right to force a Union in this plant, disturb the employees or endeavor to force them to break their contract with their employer, is to say that liberty has flown from this country. I think you are going to get the full protection of the courts in this country but I doubt if it will be needed.

"If those things proceed in any substantial way (I don't mean by any peaceful picketing), I say to you, you are going to get the full protection of the courts and my confidence in them is a whole lot.

"There are perhaps other questions you will have—more detail to be ironed out.

"The Labor Board has the right to say, if it so elects, that the proper unit for dealing here should be changed. They have the right to say that the work of the people who are operators and the work of the people in the office should be made into separate divisions, with the salesmen or office force having a separate agreement from the rest of you. If so, we will do it that way. There are perhaps some other changes that we will have to make as time goes on.

"There is no ground for any threat that you need fear against the legality and the right of your Union to the full protection of the law and to develop its interest as long and as far as it may be desired.

"I want to congratulate you for reaching this agreement without violence and without trouble in the plant. It is a credit to you, a credit to the town and a credit to labor throughout the whole nation." (Applause)

[fol. 4425] Rose Todd: "It is getting late now—would you rather leave now or have the working agreement read to you? It has already been signed and accepted. We will be glad to read it to you if you want to hear it. (Unanimously requested working agreement be read). I will ask Mr. Atherton to read it to you—he reads better than I do."

Hobart Atherton: "This is our Declaration of Independence." (Applause)

(Mr. Atherton reads working agreement)

Rose Todd: "Is there any other business to come before the meeting? If not, we will adjourn."

Meeting adjourned.

[fol. 4426] Meeting Donnelly Garment Workers Union
Wednesday, July 21, 1937

Rose Todd: "Will you please come up to the front—we have about 200 seats up here we would like to have filled.

"I believe everyone is present now, so will you please be quiet. The Union has a few things of importance to take care of at this meeting. First, I want to rectify a mistake I made in talking to a group of operators on the third floor. One of the operators asked if anyone with a \$16.50 minimum would work on silk dresses. I previously had read the Wage Agreement which states this group will work on dresses on which the wholesale price is \$45.00 and under, but I just made a mistake and gave you the wrong answer. Our Neldas come under this price, and sometimes we have a few acetates that sell for this same price.

"Another thing I want to bring to your attention—in checking our Union pins I find we have pins out in the

amount of \$19.75 which are not paid for. If anyone has not paid for their pins, please get in touch with the representative in your department and take care of this as soon as possible. We would like to make another substantial payment on our pins this week.

"Also, for the benefit of a number of you, I have a few grievances that have been handed to the company on which I have not had a report. It will only be another day or two until I will be able to give you a report on these.

"Yesterday, at a meeting of the Group Chairmen, we asked Mr. Tyler to come down and discuss a few things of great importance to us at this time. I will now ask him to explain the things we discussed with him yesterday." Mr. Tyler."

[fol. 4427] Mr. Tyler: "Miss Todd, and members of the D.G.W.U., I am going to 'bore' you more or less with a little talk about a legal situation which I think affects you, and I am going to offer some advice which, in my opinion, you should take. In doing this I am thinking only of your interests. I do not think it will be unwelcome to the employer,—but I don't care whether it is or not—because I am considering it from the viewpoint of your own interests and I want you to consider it yourselves in the light of your own interests, because that is really your first business to take care of yourselves and your own interests.

"I want to tell you the situation of the lawsuit that is now pending between the Donnelly Garment Company and the I.L.G.W.U. Of course, as you know, this suit was filed some two or three weeks ago. I had no notice of it until I read it in the paper and I made it my business to become familiar with the details of it.

"The Donnelly Garment Company has filed an injunction suit in the Federal Court in Kansas City against the I.L.G.W.U. and certain of its officers and members. This suit says the defendants (I.L.G.W.U., the C.I.O. and certain of their members) are doing and are threatening certain unlawful things to the damage of the company, and they ask the court to order these people to stop doing those things. If the court does stop them, it will be by an injunction. . . . This petition, of which I have a copy, says

that the I.L.G.W.U. and certain members of that Union, which it names, has carried on certain illegal acts and is threatening the employees of this plant that unless they abandon their plant Union and join the C.I.O. they will sooner or later lose their jobs and will be beaten up. It is making false statements as to the inhuman system of work in this factory which causes employees to faint and fall in the aisles and injuring their health from overwork. These [fol. 4428] reports are being spread about the country falsely for the purpose of injuring the company. It says the defendant has stated it will, and can, and is about to cause a strike in this plant, although it has no right to bargain in this plant. It has threatened violence and intimidation to the employees if they do not join their Union. It has threatened people who buy goods from the Donnelly Garment Company—it is carrying on secondary boycott which is against the law. We can say we won't buy any goods from (say Montgomery-Ward) if we don't want to—we have the right to do that, but we do not have a legal right to organize a gang and threaten 'Mr. Jones' if he buys there, and do damage to him and tell false tales about that company to prevent him from buying there. That is called secondary boycott and is against the law.

“The I.L.G.W.U. is doing and threatening these unlawful things, and the company asks that the Federal Court order them to cease and desist doing these things—they ask that these things be stopped by an injunction against them.

“The defendant says the Norris-LaGuardia act is involved in this case—that there is a labor dispute—and that the court cannot grant an injunction to the employer unless three things exist. First, if there is a labor dispute, then the employer must say he has tried to deal with the party he is asking the injunction against and cannot deal with them. Also, show that an opportunity has been given in court for the purpose of hearing testimony and cross-examination.

“They say in this case now pending that they can't have an injunction because there is a labor dispute between the C.I.O. and the Donnelly Garment Company—because there

have been no efforts made by the Donnelly Garment Company to negotiate with the I.L.G.W.U.

[fol. 4429] "The company, in answer, says: First, this is not a labor dispute. There is no dispute or quarrel between the Donnelly Garment Company and its employees. There is no labor dispute in this plant. This is an attempt by outsiders to injure the business of the Donnelly Garment Company by telling untruths about it; by violence and intimidation. That is not a labor dispute—that is an outsider attempting to injure the business of the company. The mere fact that it is a labor union that is charged with doing this does not exempt them. I do not think it is a labor dispute. I am not sure what the answer will be.

"The employer says also that they cannot negotiate with the C.I.O. and I believe they are right there. Under the Wagner Act, when one Union has a majority of the employees, that Union is the sole bargaining agency for all employees. There is no doubt this Union has a substantial majority; therefore, the employer has to deal with us under the law. If they started to deal with the C.I.O., it would be a violation of the law. Negotiations can be had only with the Union representing the majority in any plant. The court will decide that question sooner or later.

"It may be the court will say this injunction was brought too soon. It may say the company is entitled to an injunction if these things are true. Then efforts will be made to determine whether these things are true. The defendants have admitted these things—nevertheless they will be entitled to be heard in court.

"What is your interest in this lawsuit? I do not know to what extent they can damage the business of the Donnelly Garment Company. They are spreading false reports in a good many towns—what affect this will have on buyers I do not know, but at least there is a threat. I do [fol. 4430] not know to what extent they can damage the company. It will affect us in this way: If they can damage or ruin the business of the company you will be out of a job. If they are seriously damaging the company, wages will be reduced for you. If the company has to do a poorer business they will have to lay off employees or cut down wages. If the company is forced to negotiate with these

other people it concerns this Union. You have the right to ask and you can be protected if you think it is wise to do so.

"I have gone over the matter with the committee and told them I thought it would be wise for you, as a Union, to go into court and file an intervening petition. We would file a petition stating our rights and that we wanted to be protected against the same things the company is asking to be protected against. Further, we would ask that the C.I.O. be enjoined from endeavoring to break our contract between our Union and the employer. Also, we would ask that the employer be enjoined from making any negotiations with the I.L.G.W.U. We have this right under the law. They must deal with the Union having the majority. Therefore, if the employer is put under pressure to deal with the C.I.O. you have the right to ask the court to tell him not to do so. He is legally bound to deal only with you.

"After very careful study and consideration I believe it would be worth your while to file an intervening petition and ask the court to protect your interests in this lawsuit, and I believe you are entitled to do so. I believe your position would be strengthened, and incidentally the company's (but that is merely incidental) when both the company and the employees ask for this protection. It is my opinion that a little aggressiveness would pay you in the long run and would strengthen your position.

[fol. 4431] "This litigation will go ahead whether you file a petition or not. The court may say it was brought too soon and it will be dismissed. If it is the company can immediately file again. If you should decide to enter that litigation the court would at the same time consider your rights and make some sort of an order as to your rights. Otherwise, you would be left out of the question being considered and the court would consider only the company's rights.

"You would, of course, incur certain expenses if you decide to file an intervening petition. I cannot tell you how much that would be. I don't know whether there would be one brief and I would have to appear in court only once or whether it would take many weeks—it might even go to the Supreme Court. However, I can assure

you the fee would be fair and reasonable under the circumstances. If this Union should 'blow up' and I couldn't collect, no individual would be liable as an individual for any part of this expense. The Union would be expected to pay the expense of that litigation.

"The committee considered and recommended unanimously that we should file this intervening petition. They felt it was your Union and your business and it was important to all of you and that your sentiments should be taken.

"A thorough study of the Wagner Act convinces me that the dominating factor is the sentiment of the employees themselves. So long as you have a substantial majority of your members who really want to carry on bargaining with the employer you are going to be successful in this Union, and neither the C.I.O., the I.L.G.W.U. nor the Labor Board can prevent (I say this after most careful thought) you as long as you have a substantial majority who really want to support this Union and give it some thought and effort. The big point in the whole thing is that you yourselves can have what you want by [fol. 4432] a substantial majority but you have to give it some thought and time. If you want to do that you will be successful in your Union.

"After most careful consideration it is my opinion it would be to your benefit, and incidentally to the company's, to appear in court and, as a Union, file an intervening petition asking that your rights as a Union be considered in any decree the court makes. I want you to consider this, and I will now turn the meeting back to Miss Todd."

¶ Rose Todd: "I know a good many of you have been wondering what was going to become of this suit. That was one thing that prompted us to have a meeting of the committee and ask Mr. Tyler to discuss this with us. A number of employees have asked me, 'why can't we do something?' So yesterday at this meeting Mr. Tyler discussed this very thoroughly with us—we had had some discussion among ourselves previous to that time. The committee unanimously approved taking this action. Mr. Tyler has explained it to you just as he explained it to

us. I hope you have given it careful thought because we have a legal case and it seems that we should do something about it and take advantage of it. I am going to ask that someone make a motion that we file an intervening petition.

(Motion made by Ethel Reigel "that we do file an intervening petition." Seconded by Marie Cahill)

All in favor make it known by saying 'I'. (Unanimous).

"If anyone wants to say 'No', say it now. We consider this a matter of vital importance to us, and I want to know we are unanimous in it or how many 'No's' we have. The motion has been made, seconded and carried unanimously.

"Does anyone have any business to bring up before this meeting? Does anyone want to ask any questions? If so, [fol. 4439] Mr. Tyler will be glad to answer them. Don't feel one bit timid about asking questions. Be sure to ask them—don't go away wishing you had asked some of these questions. It might be a question that would be of great interest to the rest of us. If you don't think of them now, you are free to ask them any time."

Question: "Will we all have to go into court?"

Mr. Tyler: "I think that is a very good question. Nobody will have to go to court in the beginning. The first thing to be determined is whether this suit is properly brought. If it is properly brought the court will hear the testimony. The company can ask any individual and have the court order any individual brought into court to testify. Probably two or three dozen will be asked. Maybe we, as a Union, will want certain members to testify. Any party to a lawsuit has the privilege of having witnesses brought into court to testify. You need not be the slightest bit uneasy about that. Just tell the truth and you will be fully protected in your rights. It will probably be several months before anyone will have to testify in court. You have probably noticed that the company has asked for damages from the C.I.O. They are not incorporated . . . and I wouldn't give very much for their chances of collecting."

Rose Todd: "Any other questions? I thought you might be wondering about the question of finances. I don't think we need be greatly concerned about the expense. The small amount this would cost would be nothing in comparison with what it would cost if a strike was called here and we were out of work for two or three weeks."

Question: "Who can call a strike besides members of this Union?"

Rose Todd: "If they can get enough C.I.O. people here they can call a strike."

[fol. 4434] "Any other questions? In the meantime, I want to tell you that about one-third of the space in this room has been taken up by lockers, so will you people in the front please keep your seats until the people in the back rows have left. It won't take but a few minutes—it just takes about twelve minutes to empty this room."

"Does anyone have any further business that should be brought up at this meeting?"

Wilma Kile: "May we have meetings on company property?"

Rose Todd: "Mr. Tyler advises there is no objection to our having meetings here unless we feel we are dominated by the employer. This, however, is not company property—the Donnelly Garment Company have only a lease on this building."

"If there is nothing else, the meeting will stand adjourned."

Meeting adjourned.

7/21/37

MG

[fol. 4435] Meeting Donnelly Garment Workers Union
Thursday, Nov. 18, 1937.

Rose Todd: "Will you people who are standing please come down here and sit down? You can get out just as easily on the 19th street side. We are going to make this meeting as short as we can, but we want to get as many

people seated as possible. Won't some of you please come around on this side—we still have room for about 50 people over here.

"I have a few things to say and two or three others have a few things to say. We will make this meeting as short as possible.

"I think you know that several months ago we appointed an Auditing Committee and that committee was comprised of Bertha Estes, Chairman, Flora Brown and Heath Cowan. These three people were to audit the treasurer's books twice a year. I thought you would be interested to know that we came out twenty-five cents to the good. I thought we did well to collect those three months' dues the way we did and come out twenty-five cents over.

"I want to thank each one of you for the help you have given us the last few months, and I still want you to bear in mind if you have any information that you think would be of any value, please tell me or any one of the committee. Sometimes it may not seem to you to be of importance but it is of importance when we get down to facts, so please keep that in mind, and I certainly do appreciate the help you have been.

"There is one other thing I want Hobart Atherton to talk to you about. We discussed this at our meeting of the chairmen on Tuesday of this week. Mr. Atherton."

Hobart Atherton: "We had a meeting of the chairmen of the D.G.W.U. the other day and it was unanimously [fol. 4436] decided that we should have a regular meeting once a month. We had a discussion as to the night to have that meeting. I know most of your social engagements come the latter part of the week, so how about the first Tuesday of each month for a regular meeting night? The meeting to be held at five o'clock. All in favor make it known by saying 'I'. (Unanimous)."

Any objections?"

Question: "Why five o'clock?"

Hobart Atherton: "Would you rather come back at eight o'clock? The reason we have to have it at five o'clock is because the people who are in the office are not

through until five o'clock, and a great many throughout the plant are not through until four-thirty and four forty-five—the cutters are not through until five o'clock. So if five o'clock is agreeable to all of you, we will have our meetings the first Tuesday in each month at five o'clock. It seems to be agreeable, so that is when we will have it."

Rose Todd: "I want to add a little bit to that—a day or two in advance I will post a notice reminding you of our meeting. I want you to make an effort to stay for these meetings. We will have them regularly and they will not be as long as our meetings usually are. That is a little personal responsibility of each member of this Union. I find if we don't do these things the first part of the week we don't get them done. These meetings will be comparatively short.

"I talked to the committee and we discussed it quite a lot—knowing that all of you were interested in the trial and a number of you didn't have time to read the papers or maybe didn't get a lot out of them, we decided to ask Mr. Tyler to talk to us and tell us what happened at this trial.

"Before I ask him to do that I want to read a letter [fol. 4437] which was sent to one of our friends here in Kansas City from a Jewish friend in New York. This letter was written in Jewish and was translated and brought to me. I thought you would be interested in hearing it because it gives you a good example of working conditions in New York according to hours and the work they have during the year." (Reads letter).

Dear Friend Feldman:—I wish to say that we are all well and hope you and your family are also, well. My dear friend Feldman, the conditions in New York are just terrible. You cannot imagine how bad it is here especially when you are out of a job, and the season was so poor that even those people that had jobs were working only a few weeks. I hoped that I would get a little work during the season but I could not find anything. And the reason for it was that Weinstein, my boss, took sick and spent 12 weeks in the hospital, and now his factory is closed altogether.

If you could do something for me in the way of finding a job for me in Kansas City, I would never forget it all my life because my suffering is beyond description. Please, dear friend, do me this favor, because my family must eat even if I starve.

Your friend,

(Signed) A. GORDON,
1775 Walton Ave.

(Presser, Local 35)

Bronx, New York City, N. Y.

Rose Todd? "I will now ask Mr. Tyler to talk to you. Mr. Tyler."

Mr. Tyler: "Miss Todd, and members of the Donnelly Garment Workers Union, I am going to make this very brief. I feel, however, as your attorney and as your employee, I really should report to you on what was done in accordance with your instructions delivered at a meeting held some three or four months ago.

"You will recall you authorized your attorney to file an intervening petition in the suit brought by the Donnelly Garment Company against the I.L.G.W.U. and a number of individuals. In accordance with that authority, my firm filed that intervening petition on your behalf, in which we asked for you that the I.L.G.W.U. be permanently enjoined from acts of violence on any member of this company or any one of these employees; that they be permanently enjoined from boycotting the products of this company because if those products are seriously boycotted the effect will be that some of you will lose your jobs or have your wages lessened. So we asserted we had a right in the protection of the business of this company; also in the protection of our own individual liberty in going to and from work.

"We also asked that the Donnelly Garment Company, our employer, be enjoined from dealing with the I.L.G.W. U. because we had a contract with them ourselves and if they undertook to negotiate with the I. L. G. W. U. they would be violating their contract duty with us. In both of those things I think we are fully justified.

"The trial lasted a week. In your brief we set up that if the Court should hold that the Norris-LaGuardia Act prevented us from having an injunction at this time, then the Norris-LaGuardia Act was unconstitutional, and I believe that to be the law. By reason of that issue injected into the case, it became necessary for a three judge court to hear the case. Judge VanValkenburgh, Judge Reeves and Judge Otis sat in hearing the case. The trial lasted a week, during which time two attorneys representing you attended and presented evidence by way of affidavits, some of which came from you people, and argued the case in your behalf.

"The court took the matter under consideration and I imagine it will be some 30, 60 or 90 days before a decision is handed down. No doubt whichever side loses will appeal it. Ordinarily, an appeal from a three judge court goes directly to the United States Supreme Court. It is possible there will be another trial here—in that case the testimony will be oral and the case will last three or four weeks. It is more likely that the loser will appeal directly to the Supreme Court.

[fol. 4439] "We presented your side of this case just as fully as we could. We did our best with it. We briefed and are still briefing the law and will present to the court a full brief of the law. We gathered the evidence that was available and saw to it that it was a part of the record.

"Toward the end of the case there had been all week repeated suggestions that the I.L.G.W.U. had greatly improved the conditions of employees of firms who had become members of that association, and hence it would be a wonderful thing for us, but we were just to 'plain dumb' to see it.

"At the end of the defendant's case, in which that statement had been made many times, the employers of five firms of this city whose employees have been unionized by the I.L.G.W.U. were subpoenaed to bring their books into court and present them to the court and they came, most of them unwilling, but a court order has the force of bringing them and their books in against their will. They came into court and brought their books showing the wages they were paying after they had been unionized by the

I.L.G.W.U., and these figures they were paying have become, under oath and with the original books presented, a part of the records.

"I am going to read some of those figures to you. I cannot attempt to read all of them—I cannot attempt to analyze all of them at this time, but I can take a sample page from one firm and read the wages paid the week before the case was tried, about Oct. 9th. I think you have a right to have these figures placed before you. I am going to read right down the line of a sample page. It is a fair representation of all the books, in my opinion. We have not picked out some page that looks lower than others. We have just taken a sample page here and there and gone down the weekly payroll in those firms in Kansas City. I [fol. 4440] don't do this with any feeling of glorification or with any feeling of crowing over anyone else. I feel genuinely sorry for these people, but I think it is due you to know what the results have been in the places that have been unionized by the I.L.G.W.U. in Kansas City. You can draw whatever conclusions you wish, but at least those figures were brought out from the books themselves and you have the right to know it. I am not telling you what firms they are. If you doubt the authenticity of them I can show you the photographic pictures of the pages of the books. The books have gone back to the company that presented them. These figures, under sworn testimony in court, run about like this:

"Here is one set. I will read typical wages received by one firm the week of May 5, 1937. Remember, the attorneys for both sides were watching this book so nobody can slip anything over—the attorneys from all sides were watching while these were read. These are the week's wages for finishers in that particular plant. They are not giving the number of hours—in some of these only a few hours were worked that week. This is the payroll for that week:

\$ 5.40	\$16.00	\$11.94
3.30	2.25	14.00
11.15	14.00	13.25
12.60	7.71	11.25
10.54	10.49	11.38

That is for the week ending May 5, 1937.

"Here are the operators in that company which has been unionized by the I.L.G.W.U. for the week's work ending May 19th:

\$ 8.51	\$ 6.76	\$ 8.56
5.25	8.09	7.54
2.28	2.22	13.05
5.86	7.74	9.82
4.51	7.21	7.96

"Here are the figures concerning the cutters. I will have to read a little testimony on this.

[fol. 4441] (Quoting from testimony)

These two are for 55 hours.

Question: Do they work 55 hours a week? Answer: No, that is overtime.

Question: For 55 hours work that cutter got \$43.31? Another man worked 57 hours that week and he got \$44.89? Answer: That is right.

Question: And you are the concern that ostensibly has a 35 hour contract with the I.L.G.W.U.? Answer 'Yes' or 'No'. Answer: Yes.

"Here are some further figures from another company—for operators who were organized by the I.L.G.W.U. I will read these right down the page:

\$ 9.00	\$14.18	\$10.72
9.17	12.26	12.21
8.24	6.43	18.25
6.95	10.31	

Question: This is the highest on the page? Answer: Yes.

Reading further:

\$10.21	\$10.43	\$ 8.14
13.54	12.34	8.55
10.70	7.44	17.11
2.88		

Question: That is the second highest on the page?

Reading further:

\$10.80
11.22

\$10.41
10.10

\$10.71
9.51

The rest are in line.

"Then still another company which was organized by the I.L.G.W.U. One of these weeks is the week just before the case was tried—the ink was hardly dry. The weekly pay of operators reading right down the page:

\$10.69
14.68
10.82
12.12
14.96
10.10

\$10.21
13.00
17.00
17.80
10.40
13.44

\$11.12
9.99
11.31
12.12
10.10

"I don't read this with any feeling of crowing over anyone. I tell you truthfully I feel a sense of unhappiness in reading these figures. I had believed all the time that the [fol. 4442] Union activities of the I.L.G.W.U. could not bring about the results that they claimed they would bring about. I had believed that the people who were herded into that Union, against the will of the majority of them, would find that they had gained nothing and lost the amount of the dues they had to pay and lost a far more valuable thing, their independence of action, and the right to do as they please without dictation from outside sources, but I was actually thunderstruck when these figures from the books themselves were placed on the stand. They may mean a different thing to you than they do to me, but I believe this evidence, given under oath, should be read to you.

"You have been, it seems to me, successful. You have avoided disorder and violence such as was shown in the pictures at the trial. You have avoided that almost entirely in this plant. You have continued your employment and, it seems to me, in a profitable way. You have asserted your own independence and have maintained it.

"I want to say to you, the battle is not over—I don't know what turn it will take but I don't want you to go away and forget about it. If this Union is of value to you, give it your active support. This thing is not over and no

viçtory and advantage is maintained by people who sleep on their rights. I am not going to tell you what you should do about the Union—the one valuable thing beyond all others is your own actual independence. If you believe in your Union and if you do want to control your own destiny about these things, then give it your whole support. But if I am mistaken—if you do not feel that way, follow your own wishes. Don't let me dictate to you, don't let Miss Todd dictate to you, don't let your employer dictate to you—but think it out for yourself. If I can be of help by answering any questions, I will be glad to do so. But I [fol. 4443] urge you and appeal to you to make up your own mind by following your own independent reasoning without relying on me, Miss Todd, your employer or the I.L.G.W.U. and put that in force by your own loyal support.

"If there is anything I can do for you in the matter of legal suggestions—I consider you very good clients—write me a letter or come down to see me and I will try to explain anything I can. My services, such as they are, are wholly at your disposal. Thank you."

Rose Todd: "Does anyone have any questions you want to ask? If so, now is a real good time to get them answered. Is there any business any of you feel we should take up at this meeting? I don't want to dismiss you if there is anything we should bring up at this meeting.

"We want to remember that the first Tuesday in December will be our regular meeting of the Union. If there are any problems in the meantime on which I can be of help to you, I certainly want to do it. If I am not handling things the way you want, then I want to be told. Don't hesitate to take anything up with me individually, the group chairmen or your employers.

"I will ask you once more—do you have any questions to bring up at this meeting? If not, the meeting will stand adjourned. Thank you."

Meeting adjourned.

11/18/37

MG

[fol. 4444] Meeting Donnelly Garment Workers Union
Tuesday, Dec. 7, 1937—5:00 P. M.

Rose Todd: "I think you will all be real proud of this loud speaker when I tell you that the one we have been using at our meetings cost us \$15.00 each time we rented it. This is one that has belonged to us for some time but we have just recently had it fixed so it will work.

"I think we can really begin our meeting now—there may be a few people coming in from time to time.

"I would like to bring to your attention at this time that if you have any grievances, please be sure to let us know about them. When you are dissatisfied about your problems come directly to me, any one of the committee or to your employer. We are just human beings and we can't all be happy all of the time. But, after all, we do have to make this thing apply to 1152 people, and we want to make any necessary adjustments satisfactory to you.

"We could have joined the C.I.O.—we can still join. It would cost us thirty-five cents per week dues—and incidentally they fine you every time you do not attend a meeting. Twice a year the girls pay \$1.00 to renew their union cards. It costs us twenty-five cents per month to operate our Union, and I know we are smart enough because of the results we have obtained from our own Union. There is not a one of you in this room that doesn't have a guarantee that is higher than the C. I. O. Mrs. Reed could have signed up with the C.I.O. and gotten anything she wanted. We have all worked hard—that is the only reason [fol. 4445] we have accomplished what we have tried to do with our Union. We have a better contract than anyone in town. (Applause)

"The Chairmen of this Union are simply your agents—If you feel like we are not handling the work the way it should be handled, come and tell us. We don't know how to work these things out unless they are brought to our attention. Some of these criticisms are not just. Sometimes they are thoughtless and sometimes they are not. I know that as happy and as much as we have gotten out of our Union we want to keep it rolling along in a nice clean way. (Applause) We want everyone of you to have what is

coming to you as nearly as we can. We will make every reasonable effort. So my theory is—and I am perfectly sincere—let's ask for the things that are reasonable and then work toward that end and we will get them. Don't ask for a lot of things that are unreasonable. Another thing, I think all of you realize from time to time we just have to work together on this. Please bear that in mind.

"I am going to ask Fred Brown to read our financial statement to you. Mr. Brown."

(Fred Brown reads financial statement.)

Rose Todd: "I want to read you a letter from the firm of Gossett, Ellis, Dietrich & Tyler—you should know what that means. This letter is addressed to me.

(Reads Letter.)

"I think I had better make a little explanation here. I will make it before instead of afterwards. From time to time a number of people have asked me what I thought our bill from Mr. Tyler would be, and I said that I didn't have any idea. When we got into this and got into court, I began to realize how much work and time it was taking, so I thought if we got a bill for \$3500.00 or \$4000.00 we needn't be surprised. When you think it over from this angle—[fol. 4446] there are 1152 people employed here—1141 are members of this Union. The only people who are not members of this Union are employed temporarily or have not been put on the permanent payroll, so scattered over a year's time, it is a small item compared to the number of people.

(Reads statement)

"As Fred told you, we have paid \$1500.00 of this amount. This is our reply to Mr. Tyler, which is short.

(Reads letter)

"As you noticed, the letter signed by Mr. Tyler stated we could take care of this as we are in a position to do so.

"I want anyone who has any questions to ask about this to feel perfectly free to do so—don't go away from here and make a lot of thoughtless remarks. If you feel this isn't fair (I don't know what we can do about it) but at

least you should express yourself. I feel, considering the amount of work that has been done, that it really is a nominal fee to pay for what we are getting out of it.

"I want to tell you I have a book here—I only have four copies. It is a printed copy of our brief prepared by Mr. Tyler's firm for our case. Any of you may borrow it. I only have four copies because Mr. Tyler just had a limited number run off as they were rather expensive to print. Any of you that care to may read these books. In a way it is rather dry reading for most of you, but it is interesting to us as members of our Union. It is the exact thing that was given to the Federal Judges in our case. Mr. Tyler told me that in all probability it would be after the first of the year before a decision is rendered in our case.

"I want you to ask any questions you want to. If you have any questions to ask, please don't hesitate to ask them.

"I will ask Mr. Atherton to read a letter to you which [fol. 447] was received from one of our customers. I think it is real cute and I think you will enjoy it. About two or three weeks ago Miss Stuart showed it to me and I told her at that time that the next time we had a meeting I wanted to read it to you. Shortly after lunch I found out that Mr. Keyes had had some copies made and sent down to Mr. Baty. When I asked Mr. Baty about it he said that he had sent it through the factory. I've been planning to read this letter to you for three weeks and he beats me to it, but I do not think a great many of you have had an opportunity to see it as yet. I will ask Mr. Atherton to read it to you. Mr. Atherton."

(Mr. Atherton reads letter)

Rose Todd: "I think that is a pretty nice letter, but if it were not for the individual help of each of you it would not be possible.

"I thought you would be interested to know this—The Globe Knitting Mills had the same problem to face that we did. They did the same thing we are doing and they won their argument.

"I want you to feel perfectly free to ask any questions. This is your meeting—just because I am doing most of the talking doesn't make it my meeting—it is our meeting."

Stella Willis: "If we don't have enough money in the treasury to pay Mr. Tyler, couldn't we put it to a vote and each one donate fifty cents to take care of it?"

Rose Todd: "I don't think that will be necessary, Stella. [4448] We can pay it at our convenience. When you figure about 1200 employees at twenty-five cents per month, our annual income will be about \$3600.00. We may even have some more expense—whoever loses the case will appeal it to the Supreme Court and there will be more expense. Several times when I have been down at Mr. Tyler's office his table was stacked high with books, and all of that material had to be read and decided what pertained to our difficulty and put into our brief. They are not concerned about our not paying our bill. However, before long we will be having another party. Our parties certainly have been a success and we will be able to make a little money in that way. We don't need to worry about it—we will make our expenses.

"Does anyone have any comments to make? It is about 5:30, so if there is nothing else, the meeting will stand adjourned. Thank you."

Meeting adjourned.

12/7/37

MG

[fol. 4450] Meeting Donnelly Garment Workers Union
Tuesday, Jan. 4, 1938—5:00 P. M.

Meeting opened by Mamie Riddle, Vice-Chairman. (Miss Todd away on her vacation)

Mamie Riddle: "If the meeting will come to order now, Marjorie Green, our secretary, will review the minutes of the last meeting.

(Minutes of last meeting reviewed)

"I will ask Mr. Atherton to speak to you now. Mr. Atherton."

Hobart Atherton: "At our last meeting it was announced that we would send a donation to the Mayor's Christmas Tree association. I have a letter from Mayor Smith, addressed to Marjorie Green, our secretary, thanking us for this donation, which I will read to you.

(Reads letter from Mayor Smith)

"We also have a letter from our General Chairman, Miss Todd, who is vacationing in California, which I will read to you.

(Reads letter from Miss Todd)

"You all know, of course, of the nice turkeys we received the day before Christmas. I would like to have an expression from you on what you think about authorizing our secretary to send a note of thanks to Mrs. Reed for this lovely gift. Will someone make a motion?"

(Motion made by Ola Jewett that we authorize our secretary to send a note of thanks to Mrs. Reed expressing our appreciation for the lovely turkeys we received. Seconded by Violet Bennett.)

All in favor make it known by saying 'I'. (Unanimous)

"I don't believe there is a lot of new business to take up today—not that the chairmen know of at any rate. If any of you members know of anything that should come up at this meeting, don't be backward

.

[fol. 4463] Meeting Donnelly Garment Workers Union,
Tuesday, March 8, 1938—5:00 P. M.

Rose Todd: "I think this is a grand crowd we have this evening and I hope we can do it every time.

"We have approximately 125 to 150 new members in our Union so let's give them a glad hand. (Applause)

"During the meeting we are going to read our by-laws for the benefit of all of us. I get a little 'rusty' on them as I know some of you older members do and, of course, our new members haven't heard them. I am going to ask

Jack McConaughey to read the by-laws of the Donnelly Garment Workers Union to you."

(Jack McConaughey reads by-laws)

Rose Todd: "I am going to ask Hobart Atherton to read our working agreement a little later in the meeting. First, I want to ask you a few questions.

"It is about time to make out new Union cards for the coming year and I would like to know if you approve of our card as it stands. The only thing we would need to do is to eliminate the names of the months from around the edge of the cards, as it is not necessary to have this the way we are now handling the collection of our dues. If our card is satisfactory (with the one change) as it stands, please make it known by saying 'I'. Opposed 'No'. (Accepted unanimously).

"I thought those of you who are interested in ice skating would be interested to know that we made about \$10.00 over and above our expenses at our party last Tuesday night. We might bear this in mind—it is a little previous—but next fall we might plan to have these parties once or twice a month.

[fol. 4464] "I would like to read you a letter which we received from Gossett, Ellis, Dietrich and Tyler dated Feb. 25th. No doubt you read in last night's paper that our case comes up in the Supreme Court during the first two weeks in April.

(Reads letter from Gossett, Ellis, Dietrich and Tyler, signed by Mr. Tyler)

"That brings to my mind, and we took it up at our chairmen meeting last Friday, that we still owe Gossett, Ellis, Dietrich and Tyler \$1200.00, and with the amount of expense we have had this past year and possibly will have more (not a heavy expense but a little more in the next two or three months) I feel we should give it some consideration, and I would like to hear some expression from a number of you on what you think we should do about it. I would like to hear from not just one or two of you but from a number of you. We have paid more than half of our bill to Mr. Tyler but it will soon be time to elect officers for the coming year and I would like to get

this bill cleaned up before we elect new officers. We have done a great deal of work on this and we are still just as interested as we ever were. I would like to hear some discussion from several of you. Let's make up our mind to do something at this meeting."

Hazel Saucke: "How many members do we have in our union at the present time?"

Rose Todd: "We have approximately 1325 to 1335 members at the present time. We have about 1350 employees—some of these people are employed temporarily and do not belong to the Union."

Hazel Saucke: "It seems to me that the quickest way and the least amount of work would be for each one to donate \$1.00."

Nell Prine: "I was going to suggest the same thing."

Eva Lieberman: "I was also going to suggest this."

Rose Todd: "I have given this considerable thought—we all feel a personal responsibility for this and we [fol. 4465] would like to keep our expense as nominal to each individual as we possibly can. I have also given a great deal of consideration to our new employees as to whether we should ask them to pay the same amount, and I am sure they will agree with us that, if they had gotten work anywhere else they would not have had a \$16.50 per week guarantee, or perhaps would not have gotten work at all. I want you to feel perfectly free to discuss this and raise any objections or make any suggestions you wish. We want to make this an open discussion."

"I have this suggestion, if we vote to do this, that we pay one-half of this amount this week and one-half the first week in April. I would like to see us get this bill cleaned up while the old officers are still in office."

Agnes Lennon: "I would like to say for the new members that I feel sure everyone would be glad to help with this."

Helen Little: "I think most of the employees realize that if they belonged to the C. I. O. or the A. F. L. they would be assessed quite a little bit more. I think the

minimum is \$1.25 per month, and I think everyone would be willing to help out and donate \$1.00."

"If there is no further comment I would like to ask for a motion that each member donate \$1.00 toward paying our indebtedness to Gossett, Ellis, Dietrich and Tyler, fifty cents to be paid this week and fifty cents the first week in April. Will someone make a motion to this effect?"

(Motion made by Helen Little that each member donate \$1.00 toward paying our indebtedness to Gossett, Ellis, Dietrich and Tyler, fifty cents to be paid this week and fifty cents the first week in April. Seconded by Agnes Lennon.)

[fol. 4466] Rose Todd: "It has been moved and seconded that each member donate \$1.00 toward paying our indebtedness to Gossett, Ellis, Dietrich and Tyler. All in favor, make it known by saying 'I'. Opposed 'No'. (Accepted unanimously).

"I will tell you while we are all together how we will handle the payment of this. If you have any objections, make any suggestions you care to make. I would suggest that we appoint one person in each department, and I will appoint that person myself and will send out an I. D. M. with instructions on how to collect this money. This is my idea as to what to put on that I. D. M.:

"The name of the person who is to collect the money, and have that person list the names of each person in the department. When this is turned in, put the money in an envelope and return it to me between 11:00 and 12:45 on the 7th floor, or between 4:00 and 5:00 on the 10th floor, with the name of each member paid or unpaid, your name and section number, with the money.

"I just make this as a suggestion, and if any of you have any suggestions, please make them."

May Crume: "May we pay it all at one time?"

Rose Todd: "You may pay this money all at one time if you wish.

"I want to thank you personally for handling this matter in this way. It is a load off my mind—I felt like it was a personal responsibility.

"I was going to ask if we wanted to continue having our meetings at 5:00 o'clock. At our last meeting we didn't have a very good crowd, but tonight we have a grand crowd. If you would rather, we could have our meetings at some other time in the evening."

May Crume: "I think it is better to have these meetings while we are all here."

[fol. 4467] Stella Willis: "Would it be possible to have our meetings at 4:30?"

Rose Todd: "We just can not have our meetings at that time because many of our members work until five o'clock.

"Another thing I want to mention—our by-laws state that our election of officers is to be the 4th Tuesday in April so we will have to postpone our meeting for April until the 4th Tuesday in April. I will send out a notice reminding you of this and will also send out a notice that we will not have our meeting on the first Tuesday in April.

"I am going to ask Hobart Atherton to read our working agreement to you. I was going to try to read our wage agreement or at least the part of it that concerned the most of our new members, but as this has been a long meeting we will not take the time. Any time any of you older members or any of the new members would like to know in detail about our wage scale, come to my desk on the 7th floor and you may read this wage scale and I will be glad to explain it to you. I do think it is worth while to take enough time to read our working agreement. Mr. Atherton."

(Mr. Atherton reads working agreement)

Rose Todd: "I want to make an announcement. Anna Moore, who has been in the hospital for about three weeks, wishes to express her thanks to you for the flowers and cards which you have sent her and for calling on her, so I have volunteered to extend her thanks to you.

"Do not forget our dance March 25th. This date is definite now and there will be no more changes. We will get the tickets out on Thursday of this week. I thought you would be interested to know we have already sold quite a number of tickets to the salesmen. They are always very generous and they have been particularly so [fol. 4468] this time. I know we will give this dance the same loyal support we always give affairs of this kind.

"I want to thank each of you individually for attending this meeting tonight—it does me good to see so many of you here.

"If there is no further business the meeting will stand adjourned."

Meeting adjourned.

3/8/38

MG

[fol. 4469] Meeting of Donnelly Garment Workers Union
Tuesday, April 5, 1938—5:00 P. M.

Rose Todd: "A number of people had to work until five o'clock today so our meeting is a little late in starting. We have a number of things to take care of, so please don't be impatient.

"I am going to ask Fred Brown to read our financial report to you. This report itemizes the different things for which we have been spending our money. Mr. Brown."

Fred Brown: "This report lists every item from November 1st to date." (Reads financial report)

Rose Todd: "I want to remind everyone again—from time to time we hear a few complaints here and there (and I am sorry to say when they come to me they are from the people who are earning the most money), 'what are we doing with our money?'—'what are we spending our money for?' I hope you have listened to this report with all fairness. We are trying to operate this Union to the best of our ability and we are all interested in it. It does seem like quite a lot of expense but if you stop to think if you would divide this expense by 1300 employees, I think you will agree it is very nominal.

"Mr. Atherton wishes to make an announcement regarding the trial and has a few remarks to make. Mr. Atherton."

Hobart Atherton: "We have received a letter from Mr. Tyler, who is our attorney, stating that our case will be heard before the Supreme Court on April 25th. A good many of you were under the impression that our case would be heard the first two weeks in April, but it has been postponed until April 25th. There will undoubtedly be some additional expense to the Union, but as Miss Todd has said if we would divide this expense by the membership [fol. 4470] in this Union I am sure you will be agreeably surprised by the per capita cost.

"Miss Todd has said that the complaints which we have had so far seem to be coming from the people who are making the most money. If that is true I think they should give these matters a little more thought. If we had belonged to the C.I.O., which could possibly have happened, our average wage would have been about \$13.00, and out of that we would have been paying to the union about \$5.00 per month. So far we have been assessed about \$1.50, in addition to our regular dues of 25 cents per month. If anyone can complain about that I do not think they have very good grounds. I was going to say if it cost us \$50.00 it would be worth it to work for the Donnelly Garment Company and not the C.I.O." (Applause)

Rose Todd: "I want to add a word to that. I think we lose sight of the fact sometimes that if Mrs. Reed had wanted to sign up with the C.I.O. it would have been a very simple matter. Other employers around town have done it. I think we know what it means to us to organize our own Employees' Union and handle this ourselves. We are getting a much better guarantee than any other organization in Kansas City. I do not think these remarks are malicious—they are just thoughtless, but by the time they get around to a dozen people or so you wouldn't recognize your own remark.

"One thing of importance we want to do at this meeting is to bring before you several plans as to how to elect our officers at our meeting April 26th, and while we are all here we should decide in what manner we will do that.

[It] any of you have any suggestions on how we should handle this, please feel free to give them to us.

"I am going to take the privilege of telling you two or three ways we could do it. I discussed this with Mr. Tyler [fol. 4471] to be sure we were handling it properly and he made several suggestions. I am going to give you the three plans which we thought were the best. After that I would like to hear expressions from you.

"We could handle this in a regular election ballot way. That presents some difficulties and I will name a few of them. If we have ballots printed, naturally we would want to know we had gotten every ballot back from the printers. The problem of handling them out to this many people and getting them all back and not getting some back that didn't belong to me, does present a little difficulty.

"We could have an open meeting like we have had in the past, except as our organization has grown and we know more about it; I do not think it would be fair unless we counted everyone's vote. There are about 750 people here this evening, but surely at our next meeting we will have a full turn-out.

"Another way we could handle it would be to elect two nominating committees and let those committees, between now and the last Tuesday in April, each prepare a ballot of our own members who have been employed here over a year (our by-laws state that officers of our Union must be employed here at least one year), and at our meeting the third Tuesday in April these ballots, prepared by each nominating committee, could be presented to us as a whole. This would give us a very fair choice of two separate tickets.

"I would like to hear some expression from several of you as to how you think best to handle this. I really would like some expression on which you think is best. I know you have an idea which is right, which is wrong and which is best for us, so please do not hesitate to make some comment on whether you would like to hold a regular election, whether you would like to elect two nominating committees [fol. 4472] or whether you would prefer to have an open election."

Ruby Kennedy: "I would like to leave the officers just as they are."

Rose Todd: "That is very nice. I think we would be wise to retain a few of the old members who know something about the work, but I think we need some new blood. There are so many capable people here and I think it would be smart to make some changes. You do not have to agree with me—that is quite all right."

Violet Bennett: "Why must we have two nominating committees?"

Rose Todd: "I just suggested this because it gives us more of a choice. The last time, when we organized our Union, we just had one nominating committee, but we didn't know as much about organizing, etc., then as we do now. With this many people I think it is much fairer to have two committees instead of one."

Iris Kallowich: "What about each department electing its own representatives?"

Rose Todd: "That part has been taken care of in our by-laws, which state that we shall have nine chairmen, unless we vote to change it, and one person from each department would form a committee of approximately 70 people."

Clarice Martin: "I think that two nominating committees of four or five people would be able to know the members personally and make a very good selection."

Rose Todd: "We will put it to a vote—I believe that is the best thing to do. But first we must make it as a motion. May I hear a motion to the effect that we appoint two nominating committees, who will, between now and the last Tuesday in April, prepare separate tickets to be presented to the members of our Union as a whole at our meeting on April 26th?"

[fol. 4473] (Motion made by Ellen Nokes that we appoint two nominating committees, who will between now and the last Tuesday in April, prepare separate tickets to be presented to the members of our Union as a whole at our meeting on April 26th. Seconded by Jo Chapman.)

All in favor of electing two nominating committees today who will prepare two separate tickets covering our officers for the coming year, to be presented to the members of our Union as a whole for our vote at our meeting the last Tuesday in April, make it known by saying 'I'. Opposed 'No'.
(Carried unanimously)

"We will have to take time enough to elect these people. Remember, we have to elect two committees and I would suggest that these committees consist of five members each. That will give us a better representation than three, and it doesn't seem necessary that we need eight.

"May I hear a motion to the effect that we elect two committees of five members each?"

(Motion made by Fred Ellis that we elect two committees of five members each. Seconded by Kenneth Peck.)

"All in favor of electing two committees of five members each, please make it known by saying 'I'. Opposed 'No'.
(Carried unanimously)

"The next thing we have to do is to nominate these ten people."

Fred Ellis: "I nominate Kenneth Peck." Seconded by Louise Broker.

Jessie Mudd: "I nominate Ruby Lago." Seconded by Ellen Nokes.

Louise Broker: "I nominate Mildred Maddox." Seconded by Hazel Saucke.

Nell Biggs: "I nominate Elsie Wright." Seconded by Rose Hendricks.

Jessie Kelley: "I nominate Bessie Gilliland." Seconded by Hilda Richmond.

Clarice Martin: "I nominate Margaret Ducolumbier." Seconded by Veda Hoyland.

Mary Sprofera: "I nominate Leslie Ward." Seconded by Ula Crawford.

[fol. 4474] Mary Sites: "I nominate Daisy Kilby." Seconded by Louise Broker.

Edna Rawlings: "I nominate Winnie Underwood." Seconded by Mary Sprofera.

Anna Reece: "I nominate Ollie Cooney." Seconded by Jack McConaughey.

Rose Todd: "We have elected ten people. I am sorry we cannot have everybody but we only need ten people to make up these committees. I will ask these ten people to come forward so everyone may see who they are, and we will vote on each one."

(Introduction of the ten people elected to make up the two committees. Leslie Ward not present.)

"We will now vote on these people."

"All in favor of Margaret Ducolumbier, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Daisy Kilby, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Winnie Underwood, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Elsie Wright, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Bessie Gilliland, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Leslie Ward, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Ollie Cooney, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Mildred Maddox, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Ruby Lago, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

"All in favor of Kenneth Peck, make it known by saying 'I'. Opposed 'No'. (Unanimous)"

[fol. 4475] "I am going to ask Margaret Ducolumbier to act as chairman of the group consisting of Daisy Kilby, Winnie Underwood, Elsie Wright and Bessie Gilliland. I

will ask Leslie Ward to act as chairman of the group consisting of Ollie Cooney, Mildred Maddox, Ruby Lago and Kenneth Peck.

"Is there any other business to come before this meeting? If not, the meeting will stand adjourned. Thank you."

Meeting adjourned.

4/5/38

MG

[fol. 4476] Meeting Donnelly Garment Workers Union
Tuesday, April 26, 1938—5:00 P.M.

Rose Todd: "I am so thrilled with this new auditorium—I think it is just grand. (Applause)"

"Quite a number of people have asked me today about our hearing in Washington. It was to come up either yesterday, today or tomorrow. So far we haven't had a wire saying they had presented it to the Supreme Court, so in all probability it will be tomorrow. It will be some little time before we have a report or decision. They are allowed thirty days to render a decision. I do not know how true it is, but I understand they are trying to rush this case through, so it seems to me that within a couple of weeks we should be hearing something.

"I want to mention this, too. At least a dozen people have mentioned to me this week that they ride back and forth to work with people who are employed here who won't stay for the meetings. I know it is some little inconvenience if you have a ride back and forth not to be able to come and go in the regular way, but I want to ask you individually to talk to these people. It doesn't take long for our meetings and this Union means our jobs and our 'bread and butter'. We may get a favorable decision from the Supreme Court and then we may not, and it would just mean that we would have to start all over again.

"I do wish we could get better crowds to stay for our meetings—we would probably have had more people here tonight if they had realized we had a new auditorium.

"I am going to ask Hobart Atherton to copy on the blackboard the two ballots that have been selected by our nominating committees, following our instructions at our last meeting, and number these ballots No. 1 and No. 2, [fol. 4477] and we will vote on them accordingly.

"Very soon now it will be time for our new Union cards. You will notice we did not have the months of the year put around the cards. Since our dues have been taken out of our pay checks we haven't been using the stickers.

"I would like to ask for some expression from different ones if you would be interested in having some bit of entertainment or something in the way of educational interest taken up at our meetings from time to time. I know the new officers coming in will be interested in anything we can offer them. I wish a number of you would feel free to speak up as to whether you wish to continue to have just a very short business meeting or whether you would like to combine it with something else.

"Someone mentioned to me some time ago that they thought Miss Spilsbury would, when she had the time and if we wanted her to, be glad to tell us about her trip to South America and show us the moving pictures which she took. Things of that type, and I could think of a half dozen more, would take up 15 or 20 minutes. Please let me hear some expression from some of you."

Stella Willis: "I think it would be very nice and it wouldn't take very much longer."

Rose Todd: "This meeting is our annual meeting for election of officers. Our regular meeting is the first Tuesday in the month, and next Tuesday will be day for our regular meeting. I will send out a notice reminding you of this. Let's talk up this meeting and tell everyone about our new auditorium and try to have a better crowd at our next meeting. This is not a bad representation but let's have a better crowd next Tuesday night.

"Something else I want to mention while Mr. Atherton is [fol. 4478] copying the ballots—I was talking to Mr. Baty today because I realize that we have laid off a few people and it seems the way the work is and the way the material is coming in that we will have to lay off some more people. He wanted me to tell you not to be unduly alarmed. We

will keep as many people busy as we possibly can. I know on the 8th floor one section is pretty low on work and part of the girls will stay home tomorrow. That will happen throughout the building and in all probability in most departments, and it may be a number of you will be laid off temporarily. Please do not get panicky about it, but if they haven't the material to work on they cannot furnish the work.

"Does anyone have any business to bring before the meeting while Mr. Atherton is finishing copying the ballots on the blackboard?"

"Can all of you see the blackboard? We will try to bring it up a little closer. I will read the names on the ballots and ask these people to come forward. I think if you see them you will know who they are. Quite often we know people but do not know their names.

"Will two or three boys please come up to the platform and help balance the blackboard? As I read the names will these people please come up and sit on the front row?"

(Reads names):

Ballot No. 1:

Rose Todd, General Chairman
 Marie Cahall, Vice-Chairman
 Jack McConaughy, Treasurer
 Marjorie Green, Secretary
 Walter Higgins, Mechanics
 Mrs. Riggs, 9th floor
 Irene Boothe, Pressing Dept.
 Elizabeth Barrett, Sec. 531
 Alvin Riefel, 5th floor

[fol. 4479] Ballot No. 2:

Rose Todd, Chairman
 Hazel Saucke
 Jack McConaughy, Treasurer
 Marjorie Green, Secretary
 Walter Higgins
 Anna Reese
 M. y Sprofera
 Rada Williams
 John Crist

"I am going to take it upon myself to give you a little history of these people in case some of you do not know them:

"Marie Cahall is a member of the Pioneer Club and has been employed here for more than 15 years. She works on the 8th floor in section 412.

"Jack McConaughey you all know, I am sure.

"Marjorie Green was one of our chairmen last year.

"Walter Higgins, I think everyone knows.

"Mrs. Riggs works on the 9th floor in the Pattern Department.

"Irene Boothe works in the Pressing Department and has been employed here about 6 years.

"Elizabeth Barrett works in section 531. She has just recently been transferred down to the second floor. She has worked here about 9 years.

"Alvin Riefel works on the 5th floor in the Cutting Department.

"I am going to ask the first group of chairmen to please stand up."

(Miss Todd introduces group No. 1).

"In group No. 2:

"Hazel Saucke works on the 8th floor and has been employed here for several years.

"Anna Reese works in section 524 and has been here a number of years. I am sure everyone knows her.

• [fol. 4480] "Mary Sprofera works in the Shipping Department and is well known.

"Rada Williams is a member of the Pioneer Club and as far as I know has always been an inspector.

"John Crist works in the Cutting Department on the 5th floor."

(Introduction of group No. 2).

"I believe the best way to take this vote is by standing. May I hear a little comment? Would you rather

vote by saying 'Yes' or 'No' or by standing? I believe it would be more satisfactory by standing. I have some ballots prepared in case there is any question so we can count the votes if there is any doubt.

"I will ask how many of you are in favor of ticket No. 1. If you are not through studying these ballots, just say so. I think you have two good, strong tickets. You have some of the old members and some new ones. I think the nominating committees have given this quite a lot of thought, and I think the people on these tickets are people who are well known and to whom you can go and talk over your troubles at any time.

"If there is anything else you want to take up at this meeting we can do that now and you can be thinking about this.

"It is now time for our Auditing Committee to audit our books again and they want to be sure to do this before they are turned over to the new treasurer. They can do this sometime in the near future.

"Now, I am going to ask all in favor of ticket No. 1. Let me repeat it for you. I think the nominating committees have acted and tried to be very wise in selecting two groups of people that will be a good representation of this many employees.

(Reads group No. 1).

[fol. 4481] "That gives you two operators, the same as we had last time.

"All in favor of ticket No. 1, please make it known by standing. The balance of you that do not stand this time please do not hesitate to stand the next time.

"All in favor of ticket No. 2, please make it known by standing.

"I do not think there is any doubt but what No. 1 has the majority. If anyone has any doubt about it please say so. I do not want anyone to go away saying we did not do this properly.

"I want to hear some expression from several people on different sides of the room. I will ask Lola Skeens what her opinion is."

Lola Skeens: "I think No. 1 has it."

Stella Willis: "I think No. 1 has the majority."

Anna Richards: "I think No. 1 has it."

Rose Todd: "I will have these names posted on the bulletin boards tomorrow so you can familiarize yourselves with them. I think it is a very good representation and people who have been here for a number of years and who are very well known.

"Personally, I will try to do a better job this year than I did last year, and with your help we will accomplish a great many fine things.

"Is there any other business to come before the meeting tonight? Do not be timid about speaking up.

"We have this new auditorium and there is no reason why we can't have interesting meetings. If you have any suggestions to make, please tell us about them.

"If there is no further business I will ask for a motion to adjourn.

"It has been moved and seconded that we adjourn. Thank you."

Meeting adjourned.

4/26/38

MG

[fol. 4494] Meeting Donnelly Garment Workers Union
Tuesday, July 5, 1938—4:45 P. M.

Jack McConaughy: "I don't think this will be a long meeting. Mrs. Cahall, our Vice-Chairman, has asked me if I would start the meeting and tell you what we have on hand. I don't believe we have a great deal to take care of except we do want to hear from Mr. Tyler in regard to our case which was tried before Judge Collett.

"I do understand there have been some arrangements made for swimming at the Pla-Mor, and from several people I have talked to I understand they had a very nice time last Thursday evening. I think this is a very nice way to get together to have a good time.

"We also have quite a number of clippings from a Dallas paper with reference to Meyer Perlstein. It seems he had gone down to Dallas to organize and they were so dissatisfied with him that the pickets turned around and started to picket him. They even went so far as to write to New York to have Meyer Perlstein ousted from the Union.

"I will now present Mr. Tyler who, I am sure, is known to all of you. He will talk to us about Judge Collett's decision. Mr. Tyler."

Mr. Tyler: "Mr. Chairman and members of the Donnelly Garment Workers Union, this is too hot an afternoon to listen to a lecture about a lawsuit. I will make it as brief as I can. I have been asked to bring you up to date on the status of the litigation in which your Union is a party. I will go over this briefly.

"You remember one year ago today the Donnelly Garment Company filed a suit asking for an injunction against the I.L.G.W.U. and a lot of individuals, giving their names. In this Union we had a meeting and after a good deal of thought we decided to file an intervening petition in that [fol. 4495] lawsuit. We did file that intervening petition in which we said we wanted a restraining order against the I.L.G.W.U. preventing them from interfering with our independence, boycotting our products, using violence against us and interfering with our contract with the Donnelly Garment Company. Then the I.L.G.W.U. said since we (your Union) had raised the question of whether the Norris-LaGuardia act was unconstitutional if it prevented us from getting an injunction, then Walsh said that being the case we will have to have it tried before a three-judge court and appeal, if we lose, directly to the United States Supreme Court.

"We had a hearing which lasted a week and the three-judge court decided in our favor. Then our opponents appealed directly to the United States Supreme Court. That court said to our opponents, 'you should not have come to this court'. They sent the case back to the Kansas City court so we came back to this court and Judge Otis of Kansas City before whom the case was originally filed, practically disqualified himself and sent the case to

Judge Collett. Judge Collett is also a United States District Judge.

"Our opponents filed a motion to dismiss or dissolve the temporary restraining order, which says they cannot picket us, start false statements about us, endeavor to force us to break our contract with our employer, attack us or boycott our products. That order has been in effect a year—today is the anniversary of when that order went into effect.

"Before the case was heard before Judge Collett we spent a week writing a brief on the status of the case and one day arguing it. I would rather not try to guess what his opinion will be. I think you can safely rely on this, that whoever loses will go to the United States Circuit Court of Appeals. It may be that we will have to have oral testimony and witnesses be cross-examined. If [fol. 4496] we do it will probably take two or three weeks of time and I hope we don't have to do that. It may be there will be just an appeal of this order in which case your lawyers will handle it; it may even be the temporary restraining order will be vacated temporarily; it may be we can be picketed for several weeks. If so, I think you can rely on it being peaceful picketing. It will not be a repetition of what happened at the Gordon and Gernes plants.

"I am sure if it is true, and if it remains to be true, if a substantial majority of you (not just half of you) but as I believe is the case, some 95% or 98% are satisfied with your own Union to make your own contracts and are willing to fight for it, I can tell you you can win. I don't know how long it will take. It may take another six weeks, six months or a year. I don't know what future litigation there may be, but as long as an over-whelming majority want to carry on your own plans, if you want to stay with the fight you can win. (Applause)

"Let me just go back two or three minutes. Do you remember a year ago last March what was happening at the Gordon and Gernes plants? I could read you from the Supreme Court testimony. The testimony says that cots were set up at that plant and employees after break-

ing through the picket lines had to go to bed when they got inside; their clothes were torn; their hair pulled and in several cases some were knocked unconscious. Some are still suffering from the effects. That is sworn testimony. Some of you saw those things happen a year ago last March. Not less than twenty or thirty times people heard these rioters say, 'this is just a curtain raiser to what we are going to do to the Donnelly Garment Company'. I could quote from sworn testimony of many witnesses to that effect. That was what was facing us when we took up the question of what we should do.

"Let's see what has happened since July 5th when the [fol. 4497] court granted us this restraining order, requiring other people to leave us alone and if they didn't they would have to deal with 'Uncle Sam'. Since July 5th at the time when we decided we should go into court, we have had a solid year of peace. I don't believe anyone has been interfered with in going back and forth to work or has had any reason to be afraid of any violence, isn't that a fact? Have we accomplished that? If so, we have had a solid year of peace. Furthermore, we haven't had continual dissension in the plant; we haven't had two, three or five Unions fighting over who had the majority or continually being on the brink of labor trouble. We have had a solid year of peace. Another thing that we have had is reasonably continuous employment. These are not 'boom' times—there are 10 million people out of work in this country yet, but for the past year we have had fairly continuous employment in this plant unless I am mistaken. That is something we would not have expected if we hadn't stood up for our own rights. More than that you have had reasonably good wages—you have had better wages than in any other garment plant in this town or in this neighborhood. That is something we have had because we stood up for our own rights. You have had substantially lower dues than that paid in other Unions; more independence and ability to control your own affairs and do as you like.

"I am not a labor organizer—it is not my business to tell you what labor organization you are going to join. I am not trying to make up your minds for you. If I am

mistaken, if you don't want this Union then I will drop out and you can go elsewhere for advice. It is not my business to tell you what to do, but as long as you want me and members of my firm to fight your court battles for you and give you the best advice we can we will do so to the best of our ability. We are ready and willing to do this as long as you want us to.

[fol. 4498] "You can really have what you want but you will have to give it your time and attention. You must take this thing seriously and work on it. Unless I was willing to work and give it some serious thought I wouldn't want to take a job on that board. Anyone who isn't willing to work on it shouldn't take a job on that committee. You are representing about 1000 people and I wouldn't want to take the responsibility unless I was willing to work on it. If I were on that committee I would use the best judgment I had and give the best thought I had to the job.

"I think you should keep in mind this is a democratic organization. It is impossible for 1000 people to agree on exactly just what should be done. It isn't human nature for everyone to think alike. Where there is a majority, those of you who are disappointed should fall in with the majority until the next election and then try to change the policy of the Union. I suggest to you that you run this Union on a democratic plan. The majority should rule. If some of you don't agree with the majority, then I think you should go along until the next election. I think it is good sense for you to run as a democratic organization with the majority ruling. I want to say that 'vigilance is the price of liberty'. You can't ignore this Union and expect it to take care of you. If this Union is worth anything it is worth your support and worth working for. (Applause)

"I really would rather have you vote to dissolve this Union today than to have you just forget about it and pay no attention to it at all, but I think you have done splendidly. I have had letters from the Atlantic Coast and letters from the Pacific Coast saying that those Donnelly employees must be an outstanding bunch that have the backbone to stand up for what they want. There are a lot of places in this country that have this attitude about us.

[fol. 4499] "I want to heartily congratulate you on the swell job you have done the past year. I am here to help you along any line. If any of you want to ask any questions here or in my office I will be glad to answer them to the best of my ability."

Jack McConaughy: "Any questions you want to ask Mr. Tyler? If so, let's ask them while he is here."

"I was just thinking while Mr. Tyler was talking, it has just been a year since we have had this injunction—this is a second 'Independence Day' for us."

"I would liked to have had a treasurer's report for you today but I am very sorry I don't have it. We have over \$1000.00 in the bank at the present time and with this month's receipts it will probably be \$1300.00 or \$1400.00. From a financial standpoint we are pretty well on our feet."

"I think we have not 95%, not 98%, but 100% of Donnelly employees who are supporting this Union."

"If there is nothing else, may I hear a motion that we adjourn? The motion has been made and seconded that we adjourn."

Meeting adjourned.

7/5/38

MG

[fol. 4532]

January 16, 1939.

Meeting Donnelly Garment Workers Union Tuesday,
January 10, 1939—5:00 P. M.

Rose Todd: "If the meeting will please come to order, I will ask Jack McConaughy to read the minutes of our last meeting."

(Minutes of last meeting read.)

"May I hear a motion that we accept these minutes as read?"

(Motion made by Ortense Root that we accept the minutes as read. Seconded by Irene Brush.)

(Accepted unanimously.)

"I want to bring to your attention the matter mentioned by Mr. Tyler at our last meeting in regard to our new contract. It will not be long now until time for our new contract to be drawn up, and if you have any ideas about changes that should be made please send them to me. As Mr. Tyler said, do not let these things go until the last minute and think we will have everything in that we want in. Of course, when we renew our contract it will be necessary that we make a few changes. We should give this some thought so we will take care of the things that are necessary and worth while to us.

"I talked to Mr. Tyler this morning and asked him if he had heard anything that would be of interest to us. The thing that will be of most interest to us, of course, is that he has filed a brief (a rather short brief) with the Supreme Court because, as you no doubt know, the International Ladies' Garment Workers' Union has filed a brief with them asking that the Supreme Court take this case and review the evidence and set aside the decision that was rendered by the Federal Court in St. Paul. Mr. Tyler says [fol. 4533] because of the type request it is that they are asking them to hear this case—we have no assurance they will—it remains to be seen whether or not they will. In making a request of this kind it is necessary that we file a brief and I assume we will know their decision within the next few weeks. In case they do agree to hear it, the case would have to be presented in brief form and taken to the Supreme Court, very similar to what it was a year or two ago. At that time they refused to hear the case because they had no jurisdiction. In case they say now it does not come under their jurisdiction, the only recourse left would be for them to go back to the Federal Court. They could either drop it or have a trial on its merits.

"There is another thing I want to mention to you. A number of people have mentioned it to me from time to time and we thought we should give it some thought. I want to explain to you what it is.

"Several months ago one of our members mentioned to me that they thought it would be a nice idea if we would create a death benefit fund of \$250.00 to give to our employees in case of death. On the surface it sounded very

nice and of course we do a lot of nice things as members of our Union and employees of the Donnelly Garment Company. Then someone else mentioned they thought it would be nice if we could include husband or wife of employee.

"It doesn't seem it is a large amount of money for us to take care of (possibly \$200.00 or \$250.00). There was some discussion about the amount we would have in this fund. Someone else mentioned 'I don't have a husband or wife and it would just be an expense to me, why should I do it?' We really gave it a lot of thought and mentioned it to quite a few different people. A number of people had not heard of it and on the surface thought it sounded [fol. 4534] nice. We discussed it at our chairmen meetings and decided to select a group very representative of our employees and have a meeting. We had this meeting of about twenty-four or twenty-five people; some men; some women; some married; some had husbands; some had wives; some did not have either; some had no one other than themselves. We gave it quite a lot of thought and discussed it thoroughly, and I want to give you a few of the facts that were brought out in this discussion.

"We do, as I said before, a lot of nice things and \$250.00 in case of death certainly could be used by any of us, but the thought was brought out during the discussion that that is the reason we have our group insurance. We pay one-half of this insurance and the company pays one-half. That actually makes us, if we carry the minimum of \$500.00, pay for only \$250.00. The majority of the people, in fact all of them, agreed that we should encourage people to carry this insurance and we should not encourage them to feel that they would get \$250.00 so why should they carry this insurance. They felt it was stepping on the toes of the provision that has already been made for us. I wanted to explain this to you as a number of people have inquired about it and I think if you give it any thought you will feel it is a very nice thought but really not at all necessary.

"I want to ask if any of you have any problems or any business that should be brought up at this meeting.

"I have another thing I want to talk to you about. We have been discussing it at our chairmen meetings—and that

is to have a carnival and dance around Valentine's Day. We had a meeting of eight or ten people, and we in turn discussed it with a good many of our members, and it seems to be the general opinion, and I want to ask you how you feel about having, what we had in mind calling a 'Mardi-Gras', Feb. 11th.

[fol. 4535] "All in favor make it known by saying 'I'.

"All opposed make it known by saying 'No'. (Carried unanimously)

"I want to say this: I know we have never had anything of this kind that did not turn out successful. The only possibility that might hurt us is that we usually have bad weather during February. When we have had Valentine parties before we have always had good crowds. I am very anxious, and I know you are, that we make this a success.

"We had a meeting with several people who have worked on these carnivals before and found out whether we could get the hall or not, so now that you have approved it we will make arrangements to get the hall.

"We appointed Hugo Kranz to take care of the beer concession and he will select the people he needs to help. We thought it would be more advisable if any of the departments want to help at any of these booths to get in touch with us on the 7th floor. The committee lined out what they thought would be good booths to have. If any of you have any suggestions about booths that would really make money, we would like to know about them. We will have to get into this and figure out the floor space and just what we can accommodate in the way of booths and concessions.

"What we had in mind, because it was the Union (as sometime during the year we will probably have some additional expense) was that it would be an opportunity for us to make some money, the departments to make a little and for us to get together and have a nice party.

"I would like to hear some expression from a number of you on what you think about dividing the profits from each booth between the departments doing the work and

the Union, giving the department 25% and the Union 75%. I find from talking to some of the people who were on the committee for the last carnival that they cleared a nice [fol. 4536] amount of money and I am sure we can clear about twice as much.

"The Union has not had a nice get-together for several months and I think if everyone will put forth the effort there is always a lot of entertainment at these parties and we always have a good time.

"I would like to hear some expressions from a number of you on the sharing of the profits—25% to go to the department doing the work and 75% to go to the Union."

Stella Willis: "As long as it is our Union I think after our expenses are paid it should all go to the Union."

Rose Todd: "I feel practically the same way, but it is a great deal of work and I know some of the departments have clubs and like to make a little money and, as I said before, it is a lot of work and I think that is worth considering. A number of people have said the same thing.

"I would like to hear from someone else."

Edwina Jones: "I feel the same way Stella does, that everyone is willing to help out the Union and they would just be that much more willing to get behind it."

Rose Todd: "I think that is a very nice way to feel about it. I would like to hear from some others. Just because these two people have said they thought all the profits should go to the Union, you do not have to agree with them."

Lyda Burns: "I suggest that we take a vote on it."

Virginia Dare: "I feel we are all members of our Union and the profits should go to them."

Rose Todd: "All in favor of sharing the profits with the departments doing the work, the department to receive 25% and the Union 75%, make it known by saying 'I'.

"All in favor of having all of the profits go to the Union, make it know by saying 'I'.

"I think it would be best to have a rising vote.

"All in favor of dividing the profits, the departments doing the work to receive 25% and the Union 75%, make it known by standing.

"All in favor of giving all of the profits to the Union please stand. (Majority vote to give all profit to the Union) (Applause)

"I think that is very nice. Let's all get behind this carnival and make it a success. If we have bad weather start early and get there. This carnival and dance will be held at Ararat Temple on Feb. 11th. It is a grand place to have a party and it will accommodate all of us and a lot of our friends."

Stella Willis: "May we take our friends?"

Rose Todd: "Absolutely, bring them and let's all have a good time.

"If you have any ideas you think would work out nicely for booths or any ideas that would work out for our party please let us know.

"We will appoint a committee to get busy and work out the concessions and booths. This committee will consist of the chairmen of the Union; and I will send out a notice to the other members of the committee, and we would like to have a meeting Monday evening at 4:30. The following people will be on this committee:

The Chairmen of the Union
 Carl Crawford, Chairman
 Hugo Kranz
 Hobart Atherton
 Marvin Price —
 Clara Phillips
 Margaret Duncumbier
 Katherine Atchison

[fol. 4538] "Is there any other business to come before the meeting? If not, the meeting will stand adjourned."

Meeting adjourned.

1/16/39
 MG

[fol. 4539]

February 10, 1939

Meeting Donnelly Garment Workers' Union Tuesday,
February 7, 1939—5:00 P. M.

Rose Todd: "I wish to thank you for staying this evening. It really does me good to see such a nice crowd.

"We have several things we want to discuss this evening.

"I think our chief concern at the present time in the way of any activity is our Carnival. We are not particularly concerned, but we haven't heard a great deal about the ticket sale. However, a number of people wait until the last minute to buy their tickets. If everyone here will make a real effort to be at the Carnival and to sell a few tickets and if you will ask the ones who are not here to do the same thing, we will not have any trouble in putting this Carnival over.

"Anything of this kind is a great deal of work and unless you have worked with something on this order you do not realize just how much work it is, and it takes all the rest of us being there to put it over so we can have a good time and make it a success, as well as a success financially.

"I will ask Jeanne Skinner to say a few words to you about the Carnival."

Jeanne Skinner: "Just a word about the Carnival Saturday night. You are going, of course, and I am sure you are enthusiastic about it, and we want to make this the biggest party we have ever had. I imagine some of you have been planning to go in costume, and if you [fol. 4540] haven't why not give it a thought? You know, after all, it is to be a Mardi Gras and if you are in costume I think you can have more fun. So why not try it just this time? We don't want you to think you have to be dressed up. Come any way and let's have a grand time."

Rose Todd: "I will ask Carl Crawford to say a few words also. I believe I mentioned at our last meeting that Carl is chairman of the Work Committee."

Carl Crawford: "I think this Carnival coming up Saturday night, without a doubt, will be one of the best Carnivals we have ever had. There are a lot of people interested in it—everyone is taking a part in it. I am going to disagree with Jeanne Skinner about costumes. I say come if you have to dress like 'Lil Abner' or 'Daisy Mae'. A Nelly Don house dress would be just fine. I am sure everyone will feel at home. As far as entertainment is concerned, we can assure you we will have plenty."

Rose Todd: "I want to mention this: I hope the person is here today who came to me the day after our last meeting in January and offered to help with the Carnival in any place she could. I did not write down her name at the time and I do not remember who it was. I have been trying to think of it and I hope she will let me know as we will need a number of people to work in the different booths.

"I have a letter here from the Mayor's Christmas Tree Fund which I wish to read to you. It is a little late but I forgot to read it at our last meeting.

(Reads letter)

This is to thank us for the check for \$15.00 which we sent to them.

[fol. 4541] "Does anyone have any questions they would like to ask? If you have, do not be hesitant about asking them.

"I want to say a few words in behalf of the people who do not want to wear costumes—certainly do not stay away on that account. Come anyway and have a good time laughing at the ones in costume—they won't care. Wear a house dress; wear anything, but come and have a good time. Be sure and be there.

"I want to ask again, does anyone have any questions or business to bring before the meeting? If you do have any questions this is a good time to get them answered."

Stella Willis: "When does our contract run out?"

Rose Todd: "Our contract expires on April 27th. There may be a few minor changes—there may be some changes of a more serious nature. We are giving it every thought.

If you have any suggestions to make, send them to us and we will look them over carefully. When the time comes to draw up our new contract Mr. Tyler will help us, of course. It will be two years this coming April 27th since our Union was organized.

"I want to mention this also: We will send out notices tomorrow regarding some of the booths, and during the week we will have small meetings of the different groups of people who are going to work in each booth and discuss just what each one's work will be that night.

"Is there anything else? Any more questions?

"I just can't tell you how grateful I am to see so many here tonight.

"If there is no further business, the meeting will stand adjourned."

2/10/39

MG

[fol. 4542]

March 15, 1939

Meeting of Donnelly Garment Workers Union, Tuesday,
March 14, 1939—5:30 P. M.

Rose Todd: "Will the meeting please come to order? I believe we can start now as I do not think there will be many more coming in.

"There is one thing I want you to remember, and I want the ones who are here to carry the message back to the ones who are not here this evening; and that is, we must have a good crowd out for our next meeting as that is the day on which we have our election of officers for the coming year. So bear this in mind and try to get everyone to stay for this meeting. We must have a good attendance—besides being a new year it is almost time to draw up a new wage agreement and a new working agreement, and we should be giving this some thought.

"As you will remember, we organized our union on April 27, 1937, and on May 27, 1937, our working agreement was signed. This agreement was to run for two

years. Also, our wage agreement comes up for renewal on June 22nd, so please keep these things in mind.

"No doubt during the last two years we have all learned a great deal about unions—I know I have. There must have been a few things you have thought of, something that might be well to have changed in our agreements with the company, so bear that in mind, and if you have any suggestions or you hear anyone commenting on it and they have any suggestions to make, please make them to me or to some member of the committee. On the whole I think it has worked out very well, but I have a few minor changes in mind that should be made and I know some of you have as different people have mentioned them to me from time to time. I really think this is one [fol. 4543] thing that it is very important for us to remember and we should take care of it in a business-like and thoughtful way.

"I know you have probably been a little curious as to how we came out on our Carnival, but at our last meeting our report wasn't complete. At this time I will ask Jack McConaughy to read you the report on the Carnival.

(Jack McConaughy reads report on Carnival)

(Applause)

"It was a great deal of hard work for everyone but I know we are all pleased with the results."

"Do any of you think of anything in the way of business that should be brought up at this meeting? Really, the way to make these meetings interesting enough for everyone to want to stay is for everyone, if you have any ideas, to take part in them. If you have anything you think will be of interest to the rest of us, please don't hesitate to mention it.

"I do want to repeat for the benefit of those who have just come in, if you have any suggestions about changes that should be made in our working agreement which comes up for renewal on May 27, and our wage agreement which comes up for renewal on June 22, please let us know about them. Keep that in mind and if you have any suggestions please be sure to tell us. Some of them might be very good ones that should be taken into consideration.

"Probably most of you noticed in the paper but for the benefit of those who might not have seen it, I want to [fol. 4544] mention that our trial is not to come up before Judge Collet. It has been set up to a week from today (March 21st) so far as we know now. I understand it will be heard by Judge Miller from North Dakota, and it will be heard here in Kansas City. It may be, as Mr. Tyler has told you before, that some of you will be called as witnesses. If that is true do not be alarmed about it as all we have to do is tell the truth. Surely if we stick together as we have during the last two years we will still win.

"Is there anything at all you might suggest that would be of interest to us or that should be taken care of at this meeting?

"Please bear in mind that the fourth Tuesday in April is the date on which we elect our officers for the coming year. We will not have a meeting on the first Tuesday in April, but will postpone it until the fourth Tuesday, which is April 25th. I want to repeat, I want everyone to make an effort to attend that meeting. It is of vital importance to us as members of this union and everyone should be there.

"In preparation of that election, I want to ask if you care to elect our officers this year in the same manner as we did last year. In case you have forgotten I will tell you how we handled it last year.

"We discussed two or three different methods and the one we thought best and the one we adopted was to appoint two Nominating Committees who in turn would present two groups of officers to be voted on at our meeting the fourth Tuesday in April. If that is a satisfactory arrangement—or first, does anyone have any other suggestions that would be better? If you do have, this is the time [fol. 4545] to make them. If you think the plan we used last year is satisfactory, I would like to hear a motion that we elect our officers by appointing two Nominating Committees, who in turn, will present two groups of officers to be voted on at our meeting the fourth Tuesday in April."

(Motion made by Hinton Nolan that we elect our officers for the coming year by appointing two Nominating Committees, who in turn, will present two groups of officers to be voted on at our meeting the fourth Tuesday in April. Seconded by Violet Bennett.)

Rose Todd: "It has been moved and seconded that we elect our officers by appointing two Nominating Committees who will present two groups of officers to be voted on at our meeting the fourth Tuesday in April. All in favor make it known by saying 'I'. Opposed 'No'. (Carried unanimously).

"During the week, or within the next few days, the committees will be appointed who will take care of preparing these two ballots. Notices will be sent out to each section and posted on the bulletin boards advising you who are on these committees.

"Is there anything else? I might mention this, if you hear of anything you think would be of any value to us in this trial which is coming up next week, do as you have before—mention it to us as it might be of some value. There is nothing for you to be alarmed or excited about. We will just go along in the same steady way we have in the past and take care of our problems as they come up. But please bear in mind, if you hear of anything please let us know.

"As you know they (I. L. G. W. U.) have been allowed, since Judge Collet gave his decision several months ago, to picket us peacefully, but they have never taken advantage of it.

[fol. 4546] "I do not think of anything else which we should take up at this time. If you think of anything, please say so now.

"I certainly do want to thank you for staying tonight, and before our next meeting let's all get busy and have a grand crowd out for our meeting the fourth Tuesday in April.

"If there is no further business the meeting will stand adjourned."

Meeting adjourned.

3/15/39

MG

[fol. 4547]

April 5, 1939.

Meeting Donnelly Garment Workers' Union Tuesday,
April 4, 1939—5:30 P. M.

Rose Todd: "Will the meeting please come to order? I know the thing you are primarily interested in right now is how the trial is coming along. I think it is just too bad it had to happen when we are so busy so we couldn't hear more of it, but we will try to give you a few details so you will know what progress is being made.

"The Donnelly Garment Company and the Donnelly Garment Sales Company are presenting their case first, as you no doubt know from the papers and conversation around the plant. It has been going on for two and one-half weeks and it looks like they will be through by noon tomorrow, or at least by the middle of tomorrow afternoon. I think you will be interested in knowing there have been a number of witnesses from out of town; several buyers from different sections of the country—one from Pittsburgh, one from Florida, one from Oklahoma City, one from Tennessee and two or three others. I think the next thing of interest to you in the way of witnesses have been two operators from other plants in Memphis, Tenn. Before we have finished with the meeting I want to bring something before you that one of the witnesses testified which is vitally important and of interest to us. The next witness to take the stand will be the Donnelly Garment Workers' Union which will begin probably tomorrow afternoon or Thursday morning, depending upon how long it takes them to finish up with the case as it now stands. Following that the International Ladies' Garment Workers' Union will present their case; after that the rebuttal by all three sides will be given. That will close it, and I think we are going to win—in fact, I know we will win. (Applause)

[fol. 4548] "If you will remember, at the last meeting I told you I had appointed a Nominating Committee to nominate a group of officers for us to vote on the last Tuesday in April, as our officers for the coming year. I want to present this Nominating Committee to you, and following that I would like to have a motion made and seconded to accept these committees, then we will vote on it.

"I am going to appoint two committees of five members each. The first committee:

Katherine Hamel, Shipping Dept.
O'Dell DeCavelle
Harry Grogan
Opal Holliday
Gladys Anderson

"On that committee I am going to ask Katherine Hamel to act as chairman.

"The second committee will consist of:

Pearl Bennett
Laura Plummer
Ben James
Polly Griffith
Hilda Richmond

"I will ask Hilda Richmond to act as chairman of the second committee.

"I want to ask if you have any other nominees, and if you do, feel perfectly free to do so. One thing, we do need balanced committees. I want you to feel perfectly free to add nominees if you wish. Does anybody care to nominate anyone else to be on these committees? If not, may I hear a motion that these committees be accepted?

(Motion made by Anna Reece that these committees be accepted. Seconded by Pearl Norris.)

All in favor of these committees as they stand, make it known by saying 'I'. Opposed 'No'. Motion is carried unanimously.

[Tel. 4549] "I will post the first thing in the morning or tomorrow noon, where these people are, and any suggestions you have to make, you can send them an I.D.M., get in touch with them on the phone in the house, or call from home and talk to them personally. Do not feel at all hesitant about recommending anyone you feel will be a fair representation of our organization. I think when you see that you will note that we have quite a fair representation throughout the organization in these people.

"Now, I want to tell you a little about the testimony of one of the girls from Memphis, Tenn. What I want to tell you is that she was sworn and in her testimony on the stand as a witness, she testified that they received a guarantee from the I.L.G.W.U. of \$11.00 per week which of course we know is far below anything we have in the way of a guarantee. They charged 35 cents per week for dues, \$8.50 per person for initiation fee, and \$1.00 twice a year for a new card. As you probably know, a union card is a card that consists of a little place to put stickers when dues are paid, and on the right-hand side they have from two to three to four special assessments to make. She also stated that if they did not attend their meetings twice a month they were charged a 50¢ fine. I want to ask some of those girls who have been sitting there waiting to be witnesses what they figure it would have cost us to belong to the, I.L.G.W.U. for one year. Will any of you volunteer?"

Ruby Lago: "The \$8.50 initiation fee. Then the 35¢ each week for dues is \$1.40 a month. Then \$2.00 a year she said was for cards would be over 16¢ a month. The first month alone would be over \$10.00. About \$10.16 per person."

[fol. 4550] Rose Todd: "For the whole plant, in round figures, it amounts to \$37,110.00 for the first year for our 1300 people. It is really unbelievable. That was actual testimony on the witness stand. I know you will be interested to know that the total amount of money we collected during the first year of our organization was between \$6,000.00 and \$6,500.00. The total amount of money that we have collected during our entire organization is a little over \$11,000.00. Last week we had a little over \$1,100.00 in the treasury but this week we have a little under that. Of course, we are paying any expense for any of our members requested by Mr. Tyler to be at the trial for any occasion whatsoever. That is being taken care of by the D.G.W.U. No one has ever given us a thin dime and we do not need anyone's assistance now. This is our Union and we intend to keep it ours. (Applause). I was just really amazed when I sat down and figured out that we have actually saved ourselves about

\$31,810.00. That doesn't mean any special assessments which no doubt we would have had to pay because I have heard so many say that they do have them, and mentioned that we might have other assessments. Then I think we have every reason to feel that if we were forced into the I.L.G.W.U. they would expect more from us, for our guarantee is above \$11.00 per week, and no doubt they would expect more money. In fact, I have been hearing quite frequently that the dues in Kansas City for plants having a higher guarantee have been more because they need money to fight this case.

"May we give a little attention to our own finances? We need to raise some money soon. I want to ask some of you to express yourselves very freely on what you think of this. The trial probably will not be over before the middle of next week; maybe longer. I wish ever so many of you would express your opinion on what we should [fol. 4551] do about it; in what manner we should raise some money. We need to add to our treasury to take care of the expense connected with this trial."

Effie Weigand: "This same operator testified that working conditions were better before joining the union and her pay was definitely more."

Rose Todd: "Yes, she said working conditions were not as good as before joining the union. She was the one who had her clothes entirely torn off her in the picket line, and she appeared to be very sincere regarding her testimony."

"I want to hear some expression from you as to what we should do about this thing."

Comment: "I suggest each one contribute one dollar."

Ben James: "Would a dollar from each member be enough? How much do we need?"

Rose Todd: "Well, I do not know just what we do need."

(Motion made by Etta McCurry that each member donate \$2.00. Seconded by Harry Grogan.)

(Opportunity given for further discussion of donation)

Daisy Kilby: "I have been down there for two weeks and if some of these girls could hear some of the testimony they would be willing to give \$2.00. Just think what they would be out if they belonged to something like that. \$2.00 in two years isn't much. I know we can give \$2.00."

Ben James: "How much do you need?"

Rose Todd: "You ask me what I need? Really, I do not know what we need. I know that from looking back, quite a bit of the expense we have had so far in this union has given us exactly what we want. In the first place, we have had our independence. We have a guaran-[fol. 4552] tee far above any that has been presented in the trial. They have been reading payrolls that have been subpoenaed by the Donnelly Garment Company and have entered them as evidence. The payroll of the Marlene Frocks here in Kansas City, and who make ready-to-wear, was entered as evidence, and as I remember it there were about four salaries about \$25.00, the highest one being \$28.06. Some of them were pitifully low for forty hours' work. They are allowed six weeks of apprenticeship during which time they earn from \$3.50 to \$5.00 to \$7.50 per week. Presser after presser and operator after operator is expected to live respectfully on \$7.00 and \$10.00 per week."

Harry Grogan: "You mentioned it might cost us \$10.00 a year. Even at that, we know it isn't a third or even a fourth of what it would have cost us, so I think maybe \$2.00 each would be fair, and if anything is left over we could put it in our treasury or maybe we could have a 'shindig'."

Daisy Kilby: "Today, they had testimony where their guarantee was supposed to be \$13.00 but those men taking care of the payroll testified that they did not get the guarantee if they did not make it."

Rose Todd: "I want to tell you that we would not expect you to pay this \$2.00 in one lump sum. I think perhaps the wisest thing to do would be to give 50¢ a week, or \$1.00 one week, then wait two weeks and give the other \$1.00. We have never made but one donation to the Donnelly Garment Workers' Union previous to this time,

and that was \$1.00. I think the plan we used before to collect this money would work out very nicely. I would ask one person in each department to collect the money at noon time or after work."

Comment: "One of the girls said to me that it must [fol. 4553] have cost a great deal for this trial, and she thought even \$5.00 would not be too much to pay. I have heard a number of the girls say the same thing."

Rose Todd: "We really do not need that much, and we do not want this to be a burden to our members. We have our independence and it is certainly worth keeping. We are going to win this thing, we have the right to win, and it takes money to carry on a lawsuit. (Applause)"

"A motion was made previously by Etta McCurry and seconded by Harry Grogan that each member donate \$2.00. All in favor of donating \$2.00 per member to the Donnelly Garment Workers' Union, make it known by saying 'I'. (Remember that this is a majority of the members here and if we vote to do this, then we expect the others to abide by it. However, that is no different than we have always done; the majority rules and I presume always will.) If you have any objections, please make them now. All in favor of each member donating \$2.00 please make it known by saying 'I'. Opposed 'No'. (Carried unanimously)."

"I think that is very fine and I really think it is the way for us to do it. Remember this, if you feel it is difficult for you to pay this donation in two payments, you can pay it a small amount each week, but do not make it difficult for the person in your department who is collecting this money. We will work out a method of collecting and that is about the easiest way to handle this donation."

"Do we want to make this donation 50¢ per week, or \$1.00, say this Friday, and \$1.00 two weeks from Friday?"

"All in favor of paying 50¢ per week beginning this week, make it known by saying 'I'. Opposed 'No'. (Very little response either way)"

"Would you rather wait until week after this to pay one dollar and two weeks later pay another dollar? All in

[fol. 4554] favor of this, make it known by saying 'I'. Opposed 'No'. We have voted that a week from this Friday or a week from Thursday, anyway the day or so following pay day, we will pay one dollar, then two weeks from that day we will pay another dollar. I will send out these notices and tell you what date that will be. I will also appoint one person in each department to collect the money and will have on this card I give her the date to collect it.

"Is there any other business to come before the meeting? We will have another meeting later in the month for our actual election of officers.

"I want to say we appreciate such a fine attendance at our meetings.

"Is there any other business to come before this meeting? If not, the meeting will stand adjourned."

4/5/39

hd

[fol. 4555]

April 29, 1939

Meeting Donnelly Garment Workers Union Tuesday,
April 25, 1939—5:30 P. M.

Rose Todd: "Will the meeting please come to order now? We have a number of things to take care of tonight.

"I imagine you have heard by word of mouth that the trial is drawing to a close; in fact, it is all over except the arguments by the attorneys which will begin in the morning. They have been allowed five hours in which to present their arguments. Two hours have been allotted to the plaintiffs (Donnelly Garment Company and Donnelly Garment Sales Company). Mr. Hogsett has one hour and then Mr. Reed closes the case the last hour. Mr. Tyler has one and one-half hours for our side of it and Mr. Walsh has one and one-half hours for his side. We do not know whether we will have a decision right away or whether it will be some time. As I understand it from Mr. Tyler, being a trial on its merits, the Judge could give his decision from the bench but if he wants more time to study the case he is allowed to have it. All we are hoping

is that it will be in our favor. So far we think it will be—but that remains to be seen.

“I want to ask at this time if any of you have any questions you would like to ask about anything that has happened in the trial that you are not clear about. It is too bad it had to come at a time when we were so busy so that more of you could have heard it. I am serious about this—if you have any questions feel free to ask them. At our last meeting I tried to tell you the high points, but if there are any questions tonight feel perfectly free to ask them. Do any of you have any questions you want to ask about the trial? I know some of you must have.”

Question: “Is this decision going to be final?”

Rose Todd: “No, it isn’t. I think that is a very good point. This is something we should know and understand as members of this union. They are never going to give up trying to organize this plant, but if we ‘stick by our guns’ they will never do it. However, we cannot get lax [fol. 4556] about it. You probably noticed the comment in the paper in which Mr. Dubinsky said they would accept this union as a whole just as it is. That does make me think—it isn’t something I can do, it is something we have to do ourselves, it is our job. The Donnelly Garment Company has nothing to do with it and they cannot do it. If we aren’t interested enough in this union to maintain it the way we are—don’t misunderstand me—but we should realize this thing will go on through the years. It may not be a trial that is as long and drawn-out as this one, but they very definitely state they will never give up trying to organize the Donnelly Garment Company employees as long as they have the legal right to do so, but as far as I am concerned as long as we have the legal right we won’t let them. (Applause)

“The only thing that is going to keep this organization alive and going is for each individual member to do his own thinking. We have done it so far and there is no reason why we cannot do it in the future. It is the first time in history that individual groups of employees have had the legal right to organize.

“Our hearing before the Labor Board begins next Monday morning. You probably noticed in the paper the other

day where they have ruled against the employees' union of the Kansas City Structural Steel Company, and they have also ruled against the Kansas City Power & Light Company employees' union. If this union isn't organized right we can certainly organize another one.

"As I said, the Labor Board hearing comes up next Monday morning. The only information we know now is that it may last six weeks and it may last six months, we do not know. At a meeting of the chairmen the other day we voted to ask the firm of Gossett, Ellis, Dietrich & Tyler to continue being our legal representatives and to take whatever steps are necessary so far as this Labor Board hearing is concerned. I talked to Mr. Tyler the early part of this afternoon and he says he does not know yet just what steps will have to be taken but as they get into it they will know more about it and will take whatever steps they feel are necessary.

"In connection with that, we do not know but we have heard by the grapevine system, that a number of our members will be subpoenaed for this trial. If you are, get in touch with Mr. Tyler or with some member of the committee of chairmen. If you do not find them available get in touch with me. There isn't any reason why, if you are subpoenaed for this trial, that you should not notify some one. That is what we have Mr. Tyler for. If you are subpoenaed get in touch with some of us. I think it is to your interest and to all of us to let some of us know about it if you are subpoenaed so we will know what we are up against.

"I also want to mention this—it is just about time for new union cards and we will have them ready in a short time. They are being printed now and we will get them out just as quickly as possible. I think possibly we have two people we have not asked to join our union. Our supply of cards ran out and we thought we would just wait until we had our new union cards.

"Next week is time again for another regular meeting. I think it might be wise to wait another week. We might make it a call meeting but we will let you know. I know after this trial is over you will all be interested in having

Mr. Tyler come down and tell you the points that would be most interesting to us.

"I want to ask if you would like to have some meetings in smaller groups, say two or three departments or sections at a time. We would be glad to do it and in that way we could give you a little more detailed information about this trial. I think it would be interesting to hear from some of our members who have been down there and have testified and heard some of the trial. Really, unless you have heard some of these things and the testimony that has been given you just cannot realize what a difference it makes to us and what this union has meant to us. Perhaps we could have two or three meetings next week. We could have them immediately after the departments finish work for the day and it wouldn't take very long. Maybe in smaller meetings everyone would feel a little more free to ask questions and to discuss some of these things. We will put it to a vote. If you are interested will someone make a motion that we have meetings of about three departments at a time to give you a little more detailed information about this trial?

(Motion made by Nina Smith that we have small meetings of about three departments at a time for the purpose of getting a little more detailed information regarding the trial. Seconded by Catherine Atchison.)

[fol. 4558] "It has been moved and seconded that we have some small meetings to discuss some of our problems and to explain more in detail the fine points of this trial. All in favor make it known by saying 'I'. Opposed 'No'. (Carried unanimously).

"We will make it at your convenience when we have these meetings. We will see what night is convenient for the most of you.

"I want you to be thinking about this: Would you rather have one large mass meeting or would you rather make it two or three meetings? In that way maybe it would create more of an interest and people would make it more of a point to come. We have a grand crowd to-night and we want to continue to have good crowds. It is of vital importance to us as members of this union and

there is nobody who can put it over but ourselves. I do not want you to think I am getting upset about it because I am not but I wish you would discuss this generally and when we have another large meeting we will talk about it further. If you think it is worth while we will put it to a vote.

"I want to particularly thank you for the way in which you have been paying the money you have pledged. Everyone has just been grand about it. Most of it will be in this week or by next week I am sure.

"As I understand it the Nominating Committees have had two or three meetings to discuss who they wanted to appoint on these committees for you to vote on tonight.

"If some of you here tonight were not at our last meeting the first Tuesday in April, I want to tell you that we voted to elect our officers in this manner: By appointing two Nominating Committees, which you approved at our meeting the first Tuesday in April, and these names are to be presented as a group to be voted on. If you want to make any other nominations or any changes you will have the opportunity to do so.

"I will repeat these names for you—listen carefully in case you cannot see the blackboard. The group on the left-hand side is as follows:

[fol. 4559] (Group No. 1):

Present officers 1939-1940.

Rose Todd, Chairman

Nina Smith, representing the operators, Vice-Chairman

Jack McConaughey, Treasurer

Marjorie Green, Secretary

Edith Heidbrink Williamson, Pressing Dept.

Walter Higgins, Mechanics

Freeland Rife, Cutting Dept.

Bessie Weilert, operator, Sec. 414

Mary McClelland, Inspector Sec. 521

In Group No. 2:

Rose Todd, Chairman
 Jack McConaughey, Treasurer
 Marjorie Green, Secretary
 Frank Cooper, Cutting Dept.
 Walter Higgins, Mechanics
 Avis Mowry, Pressing Dept.
 Ruth Miller, Operator
 Edith Wilson, Notions Dept.
 Lynn Davis, Operator, Sec. 411

“Do you have any other nominations you would like to make? If you have any suggestions now is the time to make them and we can vote on whether we shall change these groups or add anyone to them.

“In Group No. 1 the Nominating Committee has selected Nina Smith to act as Vice-Chairman; in Group No. 2 Walter Higgins has been selected to act as Vice-Chairman.

“Do I hear any comments or any desire to change any of these people? I want to look these over a moment to see if they have remembered the different departments to represent. They have selected two people from the operators; Jack McConaughey is now in the Accounting Department but formerly was in the Mechanical Department; Marjorie Green is from the office; they have selected one person from the Pressing Department (which is true on both tickets); the person they have selected to represent the people at large is Mary McClelland on Ticket No. 1 (who is an inspector in Section 521); on the other ticket they have selected Edith Wilson from the Notions Department; from the mechanics they have selected Walter Higgins on both tickets; from the Cutting Department, on ticket No. 1 they have selected Freeland Rife, and on the other ticket Frank Cooper.

“I want everyone to feel perfectly free if you have any suggestions—if you have anyone you think would be better or someone else you would rather have, speak up now. [fol. 4560] “You have two good strong tickets. I will read ticket No. 1 again.

(Reads names on ticket No. 1.)

Please bear this in mind—speak up when you say 'Yes'."

Comment: "Why don't we have a standing vote?"

Rose Todd: "That is a very good idea. All in favor of Group No. 1 please stand. I will ask Sam Sparks, Jack McConaughy and Nina Smith to come up on the platform while we are voting. I do not want anyone to go away and say there is any doubt about it.

"All opposed to Group No. 1 make it known by standing.
(Group No. 1 carried by majority vote.)

"I am going to ask these people to please come forward. (Bessie Weilert and Edith Heidbrink not present). We do have two people who are on this committee that you might not be familiar with—Bessie Weilert and Edith Heidbrink. I am sure most everyone knows Bessie Weilert as she has been quite active in the By-Jingo Club. Edith Heidbrink works part time on the ninth floor pressing samples. The next time we have a meeting we will ask them to come up.

"Please bear in mind this work is new to some of these representatives and old to some of us. It has certainly been an education to me, and I think I can speak for the old ones in saying that every year we know a little more about it. We have always tried to do things the way you want them done. If we haven't speak up and tell us what we have done that you do not like. Keep this in mind—throughout the entire year let's keep this a live organization—do not get lax about it. Let's speak up and make our wants known."

Question: "When will we get to hear our new contract?"

Rose Todd: "That is a very good question. Our Working Agreement comes up for renewal on May 27th. Our Wage Agreement comes up for renewal on July 1st. It was signed effective as of June 22nd to take care of the payroll for that week. I am glad you mentioned that. We have had several suggestions made, particularly concerning our Wage Agreement. If you have any other suggestions or ideas please mention them in the next two or three weeks. I am really quite sincere about this—do not

[fol. 4561] wait until these agreements come up and then someone say, 'I wish we had done so and so'. Of course, we can always amend them but now is the time to make suggestions and as much as we can we would like to take care of them at that time.

"I want to mention this, when we have these small meetings I am going to ask a number of these people who have attended some of the trial to talk to you and give you their viewpoint on it and the reaction they got from the testimony they heard given.

"Is there any further business that should come before the meeting? I think it is grand of you to stay like this—it is a nice representation. These meetings do take time but to me they never get to be a bore when I think what it means, to us.

"Are there any other questions?"

Question: "Why are Emery Bird's carrying our dresses exclusively?"

Rose Todd: "The company gave it to them exclusively. They have been wanting it for some time and I imagine the company feels they will get a greater volume of business to center it in the oldest department store in town. Emery Bird's are delighted to have it and they are doing very nicely.

"Are there any other questions? Do you have anything that you want to ask—anything about the trial that you would like to know?"

Question: "When we come up before the Labor Board and they subpoena us, if we could not locate Mr. Tyder, who is on the committee?"

Rose Todd: "I will read these names to you again."

(Reads names of committee)

In all probability if they subpoena you it would be in the evening. I do not know that they will but it is just a thought I wanted to pass on to you.

"Any other questions? I wish you would ask them at an open meeting like this as it might answer questions that other people have been wanting to know about.

"If there is no further business the meeting will stand adjourned."

4/29/39

MG

[fol. 4579] (Board's Exhibit 9.)

Date 6/13/39—Witness Todd.

May 6, 1937.

Notes on Meeting of Group Chairmen With Mrs. Reed
Thursday, May 6, 1937.

Meeting opened by Rose Todd, General Chairman.

"Being a new organization there are many things to be worked out satisfactorily. (Mrs. Reed: "It is all very new to me too.")

"We do have a few things of importance to discuss at this time. We are working on a working agreement to submit to you for your consideration, concerning hours, wages and working conditions (which up to now have been very satisfactory) There is one thing we want to ask you to consider when we submit this plan to you—and that is we would like to have a closed shop. (Mrs. Reed: "I understand that is very essential to industrial peace.")

"Another thing we want to submit for your consideration, is that we feel that the Donnelly Garment Workers' Union should (if it is satisfactory with you and with the union) pay part of the General Chairman's salary, if the company is willing to pay their part. (Mrs. Reed: "That is satisfactory with me.") Later it may be necessary that the union pay the General Chairman full time." (Mrs. Reed: "I do not feel at the present time that you would need to give all of your time to the union.")

Mrs. Reed: "I really haven't anything to bring up—I was just waiting to hear from you. When you get your agreement written up and get it into definite form, I will

be very glad to consider it. In the meantime it is nice to get to talk to you and I hope these meetings will be very friendly.

"I want you from time to time when you meet with me (I do not expect any but what will be pleasant) to be very [fol. 4580] frank. If you have any suggestions I will receive them in the same disposition that you give them. Let's be very frank about all of this. Perhaps some good things can come from it. I want you to know I am very sincere and have the feeling that when we have this opportunity to meet we may be able to use the time to very good advantage."

Hobart Atherton: "At our meeting of chairmen last week we talked about the meeting that was held at Burris Jenkins' church and we discussed writing the different churches. We thought it might be a good idea for us, as a union, (with your approval) to write the Ministerial Alliance and invite them as a group to make a tour of inspection of our plant."

Mrs. Reed: "I think that would be very much within your province. If these people go out and boycott Nelly Don garments it works against you folks as well as me. I think any organization is more respected if they are known to stand up for their rights."

Hobart Atherton: "We thought perhaps the churches would be glad to have the films shown that we made for the Jubilesta last fall. (Mrs. Reed: "I think that would be splendid.")

Mrs. Reed: "The thing that makes it so important in my mind is that the School for Christian Living is a national organization and what they do here they might do other places. I think people are prone to listen to things they hear in the churches."

Rose Todd: "If it is agreeable with Mrs. Reed to write to the Ministerial Alliance, I think we should discuss it further."

Rose Todd: "If there is nothing further to discuss, the meeting will stand adjourned."

5/6/37

MG

[fol. 4581]

May 18, 1937.

Meeting of Group Chairmen Tuesday, May 18, 1937.

A meeting of the Group Chairmen was held Tuesday, May 18, 1937.

At this meeting a definite time for our chairmen meetings was discussed. The suggestion was made and accepted that we meet at 12:00 Noon (on the 10th floor) on the first and third Tuesday of each month. Should any matters of importance come up, a special meeting will be called.

The matter of Miss Todd's salary was again brought up and the suggestion was accepted unanimously that the Union pay Miss Todd \$20.00 per week (to begin May 1st) to be paid on the first and sixteenth of each month. It was decided that no definite time limit would be set for Miss Todd to spend in working for the Union, but that she would devote the time necessary to this work, as this will only take a nominal amount of time.

Arrangements have been made to publish a paper, and a draft was submitted to the chairmen for their approval. The draft was accepted unanimously as drawn up, and 10,000 copies will be printed (the cost of this paper to come out of the treasury). These papers will be given out among the employees and they will be asked to distribute them among our friends.

The Group Chairmen expressed their desire to have a note of thanks appear in this paper, and a draft was drawn up and accepted unanimously by the chairmen.

A little later on plans may be made to publish a paper monthly, with someone in charge that can devote the time necessary to it. Definite arrangements can be made [fol. 4582] later.

The matter of our Union pin was discussed and it was generally agreed that these pins should be a small, gold-plated pin. Samples of pins carrying our emblem will be submitted for our approval.

So many outsiders have expressed their interest in our Plant Union and expressed the desire that they would like to help us in some way, that it has been decided the D. G.

W. U. will sponsor a dance and sell tickets to our friends outside the company. This dance will be held at the Plamora on June 11th—tickets 50¢ per couple.

The matter of Union cards was discussed, but Miss Todd reported that Mr. Tyler advised us not to do anything further on these until our working agreement is ready to submit to the company officials.

The chairmen were asked to report any grievances that had been discussed with them, and Mr. Atherton stated that the employees in the Shipping Department had come to him with a complaint that they were not being paid for working overtime. Mr. Atherton is to talk with them again, and the matter will be brought up at our next meeting.

Miss Todd requested the Group Chairmen to advise her if any of the girls report to them that they have been offered money, as she would like to talk to them.

Miss Todd also reported that Mr. Tyler is drafting our Working Agreement.

Since there was no further business to take care of, the meeting was adjourned. The next meeting will be held on Tuesday, June 1, 1937.

5/18/37

MG

[fol. 4583]

May 21, 1937

Meeting of Group Chairmen With Mr. Tyler Thursday,
May 20, 1937.

The Group Chairmen of the D.G.W.U. met in Mr. Tyler's office on Thursday, May 20, 1937.

The main purpose of this meeting was to discuss our Working Agreement and suggest any terms which we believed should be incorporated in our Working Agreement.

Mr. Atherton brought up the matter regarding the boys in the Shipping Department. These boys had talked to Mr. Atherton a few days ago and made the statement that they thought they should be paid for overtime. This was discussed with Mr. Tyler and since it pertained to only four

or five people, we decided this was something that should be settled by the committee and officials of the company, and not put into our Working Agreement, as our Working Agreement should be more general and not cover individual cases.

Mr. Tyler will come down within the next few days and inspect our plant and see for himself the conditions under which we work. He will also look over our payroll and decide if he thinks a minimum wage should be included in our Working Agreement. In drawing up this agreement the chairmen and Mr. Tyler agreed that we should make a set of general terms to cover all employees, as we cannot make an agreement to cover each department, and that we should not try to set up a scale of wages. In order to have year round employment it is necessary that the employees go from one department to another.

We will also ask for a Closed Shop in our Working Agreement.

When this agreement is ready and has been approved by [fol. 4584] the Group Chairmen, we will present it to the company officials and they may make any counter-suggestions they wish.

Mrs. Lillian Ellis, representing the St. Joseph plant, was asked to report to us any criticisms or demands made by the St. Joseph employees; also we would welcome any suggestions they had to offer.

We will meet with Mr. Tyler again whenever we have anything of importance to discuss. In the meantime, he will proceed with the Working Agreement and when it is ready we will have another meeting, and if there are no objections we will present it to the company officials.

Mr. Tyler mentioned that he had heard very favorable comment on our plant Union and the stand the employees have taken. He stated we have done something that is well known, not only in Kansas City but throughout the country as well, and the outsiders are well pleased with the way we are conducting ourselves and have expressed the desire to help us in some way.

Mr. Tyler also mentioned to us that he had talked to City Manager McElroy, and he promised to give us pro-

tection in case of any violence at our plant. Mr. Tyler told him that if he would give us just six men with definite instructions to keep order, that would be all we would need. Mr. McElroy promised we would have protection if we needed it.

We discussed with Mr. Tyler the plans for our Carnival on June 5th and our dance on June 11th. It was his opinion that we would be able to get enough outside people who are interested in us to attend both our Carnival and Dance to enable us to make some money. The question was brought up as to whether or not it would be all [fol. 4585] right for us to advertise in the paper, and Mr. Tyler advised that he thought it would be quite in line.

The chairmen will have another meeting and make more definite plans for the Dance which is scheduled for June 11th.

Meeting adjourned.

5/21/37

MG

[fol. 4586]

May 27, 1937

Meeting 10:30 A. M. Thursday, May 27, Group Chairmen and Mr. Tyler.

Mr. Tyler: "I want to read over our working agreement to you and if you have any suggestions to make, please make them.

"I do not believe this working agreement is final—we will consider adding other things later on. Also, I don't think Mrs. Reed will just take this agreement and sign it. She will want to look it over and check it with her lawyers and make any investigations she wishes.

"However, I do think it is a step in advance and think it is the thing for us to do. It will create a feeling of solidarity, and it gives us a certain legal right.

"I suggest that we do not load up this agreement with a lot of detail. Of course, there will have to be amendments. As yet the wage agreement is to be worked out. If this agreement covers the general form or general

principles, we can work on the details later. I would like to get this working agreement definitely into force as soon as possible, as it will help our morale and help us as a Union.

"Under the law Mrs. Reed is bound to deal with us but she isn't bound to accept this agreement.

"We cannot set a definite fixed wage scale, but we are asking for a minimum wage in our working agreement. Also, I would recommend that you be the sole bargaining agency for the employees.

"If Mrs. Reed agrees to a closed shop, no one but members of this Union can work here." Any new employee coming to work here will be given one week in which to join our Union."

[fol. 4587] Question: "Can anyone belong to an outside union and work here?"

Mr. Tyler: "No one can belong to any outside union and work here, as stated in our By-Laws.

"In asking for a closed shop, we are perfectly within our rights. I do not believe this will cause any trouble with the I. L. G. W. U. and I don't think we should be afraid of their threats.

"If we do not ask for a closed shop, we may encourage others to fight it. They may say they are being discriminated against and will complain that they are not being treated as well as the rest of the employees.

"We are given the right, under the Wagner Act, to ask for a closed shop if Mrs. Reed agrees.

"I want to tell you people before we go up to Mrs. Reed's office, that to the best of my knowledge I have never spoken a word to Mrs. Reed, and I don't want to except in the presence of this committee.

"In presenting this working agreement to Mrs. Reed we will ask that it become effective June 1st (or a later date if we find it necessary) and to be for a term of two years."

Rose Todd: "If any of the employees have any complaints to make, shouldn't they be made in writing?"

Mr. Tyler: "I think it would be quite all right to take up any petty complaints verbally, but anything of a serious nature should be put in writing and should have an acknowledgment from the committee."

Meeting adjourned.

[fol. 4588]

May 27, 1937

Meeting In Mrs. Reed's Office May 27, 1937

(Those present: Mrs. Reed, Mr. Green, Mr. Keyes, Mr. Ingraham, Mr. Baty, Mr. Evans and the Group Chairmen)

Rose Todd: "Mrs. Reed, at this time we want to present our working agreement to you. We feel this is quite an important meeting in our lives."

Mr. Tyler: "We really do not think this working agreement is a master piece, but we do want to present it to you for your consideration."

"One of our proposals is that we shall, as employees, be allowed to proceed without outside domination as to what we demand, whether we shall strike or what dues we shall pay. We believe we can manage our own affairs, have peaceful conditions and better conditions for ourselves, and for the management also. At the same time we are endeavoring to represent the interests of the employees as employees. We do not think it would be to their interests to make any demands which business conditions did not allow and therefore bring about periods of unemployment. However, we do think it is good business to make reasonable suggestions."

(Mr. Tyler reads working agreement)

Mr. Tyler: "There is no doubt this Union represents far in excess of 51% of the employees. Under the Wagner Act we have the right to ask to deal for all employees and ask for a closed shop. We think, since we overwhelmingly represent the opinion of the plant, that if a small group remaining outside the Union continued to work here, there would be constant friction. If there should not be enough work and some were laid off, there [fol. 4589] would be constant complaints about their being

laid off and being discriminated against, and the girls would be irritated by the presence of a small non-union group.

"I feel that a closed shop is justifiable in this plant and the committee, by unanimous vote, has asked that a closed shop be put into effect.

"It is our opinion that it is best for peaceful operation of the plant as well as our own peace and quiet to have a closed shop.

"We submit this agreement to you and if you wish to take it under consideration and have it checked by anyone else, that is your full right. We suggest, however, that no extended time be taken in regard to the matter, and if you have any additions or counter-proposals we will be glad to go into them and consider them. I think the general situation of this Union would be helped by as prompt attention as possible."

Mrs. Reed: "I would like to have a little time to look over this agreement. However, I think it is very much in line—there will possibly be one or two little changes."

Mr. Ingraham: "After we have a chance to go over this agreement we would like to meet with you again this afternoon, and if there are any changes or modifications to be made, we could discuss these with you and you in turn could take it up with the committee."

Mr. Tyler: "That is satisfactory with me. I would like to ask Miss Todd be present when we go over this agreement."

Mr. Ingraham: "If three o'clock is satisfactory with you we will meet here and discuss it and you can then meet with the committee about three thirty and discuss it with them."

[fol. 4590] Mrs. Reed: "I think the only changes it will be necessary to make will just be legal phraseology—the spirit of this agreement is satisfactory."

Meeting adjourned.

5/27/37

MG

[fol. 4591]

May 27, 1937

Meeting of Group Chairmen With Mr. Tyler May 27, 1937.

(After working agreement had been presented to Mrs. Reed and a few modifications made).

Mr. Tyler: "This form has been modified in three or four places. Miss Todd was here every minute of the time when these modifications were made. In my opinion it is a satisfactory form and I suggest to you and advise you to execute it.

"It does not undertake to settle every situation which would come up—we decided that we couldn't possibly do that. But I do think it is of substantial value to the employees of the Donnelly Garment Company as a body.

"There is no very important change between this document and the one we prepared ourselves a little while ago."

° (Mr. Tyler reads agreement)

"In this agreement, we find it is necessary in defining 'employees' not to include executives.

"Also, we have added to this agreement, that to become a member of this committee you must be employed here for at least one year. This is to eliminate the possibility of someone getting on this committee who is not a true representative of the employees and who may be working here merely to act as a traitor to the company.

"The clause regarding arbitration is a new one that has been added since we made up our first agreement."

Working agreement read by Mr. Tyler and accepted [fol. 4592] unanimously by the committee.

Working agreement signed by both the chairmen of the Union and officials of the company.

Meeting adjourned.

5/27/37

MG

[fol. 4593]

June 3, 1937

Meeting of Group Chairmen June 3, 1937.

Plans for the Dance and Carnival which is to be given June 11th were discussed at this meeting, and the committee appointed to take care of the concessions and buy supplies will meet Monday noon.

The suggestion was made that we should see Miss Fitzgerald about having some posters for our party made up. Also [wee] about having an ad put in the paper—this to be in the form of an invitation rather than an advertisement.

Tickets for the dance will be given out to the representatives of the different departments to be sold to the employees and to their friends.

Rose Todd: "Have any of you heard of any complaints which should be straightened out? If so, they should be taken care of at our meetings."

"Mr. Tyler is drawing up a form for us to use for any grievances that might come up. If we have any complaints that are just, let's use these forms."

"I want to ask you to spread the news around that the girls do not have to work nine hours if they do not want to. They are not being forced to work nine hours unless they wish to. They should know this, but let's be sure and make it clear to them."

"The pins from which we are to make our selection for a Union pin are posted on the 7th floor, and a decision will be made on these the first of the week."

"We shouldn't have so many bills from now on and [fol. 4594] we can begin to accumulate a little money in our treasury."

"I would like to have a committee named to set piece work prices. As you know, we have never had any trouble with the company about piece work prices but I feel we should have a committee to handle this for us."

(Motion made that Rose Todd, Josephine Spalitto and Lula Nichols form this committee. Motion seconded.)
Unanimous:

"If there is no other business to be taken care of, the meeting will stand adjourned."

Meeting adjourned.

6/3/37

MG

[fol. 4595]

June 15, 1937

Meeting of Group Chairmen Tuesday, June 15, 1937.

Rose Todd: "I think we are all here now—Anna Richards is on her vacation and Fred Brown is unable to attend today.

"If any of you know of any business that should be taken care of at this meeting, please be sure to bring it up.

"Several of the girls have been talking to me about vacations. I think they have misinterpreted the clause in our working agreement in regard to vacations (which says that anyone who has been employed here for six months consecutively, with a regular attendance record, shall receive one week's paid vacation; and anyone who has been employed here for two years consecutively, with a regular attendance record, shall receive two weeks' vacation with pay).

"We want to make it clear that girls who have worked here for a number of years, have been gone for three or four months and who have been back at work six months, will still get one week's paid vacation.

"Several of the girls have asked Miss Guerrant about this, but I believe she has also misinterpreted the meaning of this. However, if a girl has been here for six months she will get one week's vacation.

"One thing I think we do want to discuss at this meeting is that I believe we should have an article or clause attached to our working agreement regarding a wage scale. I have discussed this with Mr. Baty and they are working out a plan for a definite wage scale, to be submitted to the Donnelly Garment Workers' Union committee. This will be somewhat graduated and will have cer-
[fol. 4596] tain classifications to take care of employees

who have not been here as long as others. We will work further on this and get it straightened out."

Hobart Atherton: "I would like to ask that the Union furnish me with a gasoline book."

Rose Todd: "Will someone make a motion that we buy Mr. Atherton a \$10.00 gasoline book to use in taking care of Union business?"

(Motion made that we buy Mr. Atherton a \$10.00 gasoline book to be used in taking care of Union business. Motion seconded.)

Motion carried unanimously.

Jack McConaughy: "I would like to ask about seniority rights in regard to vacations. Shouldn't employees who have been here a greater number of years have preference over newer employees in choosing the time they would like to have their vacations? Several people have asked me about this."

Rose Todd: "We will bring this up in a written form and submit to to Mrs. Reed or Mr. Baty. This, of course, does not apply to large groups or sections who take their vacations during slack seasons, but to small groups of employees."

"I intended to talk to the employees in the Shipping Department about their being paid for overtime, but I have not done it as yet. I want to discuss this further with Mr. Baty and will let it go until next week."

"A notice will go out either this afternoon or tomorrow morning in regard to our Union pins. These pins have already been purchased. Everyone that asked for a pin will have to take it. A few may say we didn't buy the pin they wanted and they won't buy the one selected. I think we made it perfectly clear to everyone that the majority would rule and the pin that received the largest number of votes [fol. 4597] was the pin we would buy for our Union pin. So we expect everyone that signed up for a pin to take one."

"The suggestion was made to me by Fred Brown that we send out a note of thanks from the committee expressing our appreciation for the fine cooperation we received from the employees in making our party a success. If this meets with your approval, will someone make a motion that we send out this note of thanks."

(Motion made that we send out a note of thanks expressing our appreciation for the cooperation we received from the employees in making our party a success. Motion seconded.)

Motion carried unanimously.

Rose Todd: "I think the following is something we should ask for (and there isn't any reason why we should not have it) and that is I think we should ask to be paid for every holiday in the year. This will not be deducted from anyone's overtime. I think we should have this and we will ask Mrs. Reed for it.

"I do not think the department heads all realize the Union is functioning. I have talked to Mr. Baty about this, and Mrs. Reed will talk to the department heads. We do not want anyone to feel we are going to the department heads and telling them what to do, but there isn't any reason why we should not make our demands for anything that is reasonable.

"Several weeks ago some of the girls on the 9th floor were paid for working on Decoration Day. Miss Spilsbury called me and said she thought it would be necessary for some of the girls to work Decoration Day (it is always necessary for someone to work then as it always comes at a time when we are getting out a fall line) and she wanted to know if it would be satisfactory, if the girls would rather, for them to get the money instead of taking the time off later."

[fol. 4598] Hobart Atherton: "I think the following is a situation that should be ironed out: I understand that at our party Friday there were certain people who thought that executives were not entitled to attend this party. Since this dance was open to the public the executives had as much right to attend as anyone else. I think some of our people probably thought since this was the first party

the Union had given, the C. I. O. might take the opportunity to say it was an employer's organization.

"When the Union gives a dance or party for Union members and their families, executives should not attend, but any dance that is open to the public, the executives are perfectly entitled to attend."

Rose Todd: "Our by-laws do not state who should be members of our Union and who should not be; who should attend our meetings and who should not. I think we should have an amendment added to our by-laws to take care of this question. There isn't any reason why practically all of the employees shouldn't belong to the Union, with the exception of executives (Mr. Keyes, Mrs. Keyes, Mr. Green and Mr. Baty).

"The question also comes up regarding Miss Guerrant—I do not believe she should be entitled to belong to our Union as she is in charge of the Personnel Department and has the authority to hire people. I discussed this with Mr. Tyler and he said he felt we were right about it.

"Another general meeting will be held in a week or two and we will add amendments to our by-laws. We will also discuss the matter of attendance of employees at these meetings and whether a fine should be imposed for non-attendance, except in emergency cases."

Hobart Atherton: "I think department heads, instructors, [fol. 4599] tors, etc., should have all the privileges of membership except that they shall not be allowed the right to vote."

Rose Todd: "The plant at St. Joseph has been closed temporarily due to seasonal slack in work. Will someone make a motion to the effect that if the plant at St. Joseph is reopened within the year, Mrs. Ellis will remain as representative from that plant?"

(Motion made that if the St. Joseph plant is reopened within the year, Mrs. Ellis will remain as representative from that plant. Motion seconded)

Motion carried unanimously.

Question: "I understand people are saying that we paid Mr. Tyler \$500.00 to organize our Union."

Rose Todd: "As you know, and as we have explained quite thoroughly, we paid Mr. Tyler \$500.00 retainer's fee. He helped us write up our By-Laws and Working Agreement and will advise us and help us when we need it."

"Is there anything else now to be taken care of? If not, we will adjourn."

Hobart Atherton: "I think we should ask Mr. Tyler if we can be held responsible for any mishap that might befall any guest at a party which we would give at some public place (such as the Pla-Mor) or would they be responsible. If we could be held responsible, I think we should take out insurance to protect ourselves."

"Has anything further been done regarding a newspaper?"

Rose Todd: "A great many feel that we are not financially able to publish a paper at this time."

"If there is no further business, we will adjourn. These meetings will continue to be held in Miss Spillsbury's office unless you are notified to the contrary."

Meeting adjourned.

6/15/37

MG

[fol. 4600]

June 17, 1937.

Meeting Of Group Chairmen June 17, 1937.

Rose Todd: "A wage scale has been drawn up and I want each one of you to look at it and read it very thoroughly. Our prices are not being changed in any way."

"I want you to look over this wage scale very carefully and ask any questions and make any suggestions you wish. Please be sure to read it very thoroughly. I don't want anyone to go away saying they don't know what is in it."

"This wage scale is to be effective as of June 7, 1937. This is only a tentative agreement—to take care of our payroll for today."

"We will meet again tomorrow after you have had time to think about it, and if you have any suggestions then, please make them. I think there will be some—I can see several things which I believe can be improved upon."

Meeting adjourned.

6/17/37

MG

[fol. 4601]

June 18, 1937.

Meeting of Group Chairmen June 18, 1937.

Rose Todd: "The purpose of this meeting is to discuss our wage scale.

"I want each one of you to state your suggestions and tell me just how you feel about this wage scale. My suggestion is this:

"That in Group "2", we should ask them to change the minimum from \$15.00 to \$16.50. My reason for this is that, as you know, the C.I.O. has definitely stated that in garment companies (not just ours) they will ask for a minimum of \$16.00. I think we would be smart to go them one better and make it \$16.50. I think Mrs. Reed will agree to this—at least we can ask for it.

"We will leave Group "1", as it is. I would like to be able to ask them to change the minimum from \$20.00 to \$22.50. I think we are handicapping the new girls on the 8th floor as long as we have 40% that will get a minimum of \$25.60; 30% that will get a minimum of \$22.50, which is 45¢ over what they are asking. Then the other 30%, even though they come in the \$20.00 bracket, that doesn't mean if they have the ability that they cannot earn more than that.

"Our prices are not going to be lowered one bit. They will be kept at a high standard.

"In Group "3", which reads—40%—\$18.00

30%— 16.50

30%— 15.00

I would like to ask, if you agree, to change that to—

40%—\$18.00

60%— 16.50

This will raise our minimum above any that I know of doing similar work.

[fol. 4602] "In the garment industry, most of the contracts are for \$13.00—they do not say they have to pay \$13.00.

"I want each of you to feel perfectly free to express your opinions. Mamie, what do you think about this wage scale?"

Mamie Riddle: "I think it would be all right to get away from the \$15.00 minimum, then the C.I.O. would not have any comeback. In my section (and it is probably true everywhere) they can make \$16.50 as easy as they can make \$15.00."

Charlotte Casey: "It seems reasonable to me. The girls are pleased with what they are making. The suggestion was made to me (it wasn't my suggestion) 'why is it that the boys make so much more than the girls?'"

Rose Todd: "I think you all realize you have to have a more skilled person to do cutting than to do dividing. I do not think any girl could turn out the amount of work a man could. I know of factories where they do use girls—I know of some factories where they use both girls and boys. If they will tell you the truth, they will tell you the girls cannot make as much as the men. We can discuss this with them. There are certain types of work that men are better suited to than women."

Fred Brown: "In our wage scale, does it mean if a girl doesn't make the minimum she will be replaced with someone else?"

Rose Todd: "They are rearranging the 8th floor, changing the sectional work. (Some of the girls will just have shoulder joining—some, other types of work.) We know after a certain length of time when we get the work organized it will be much easier for the girls to earn their money. They will do the same type of work all the time, and the prices will be regulated so a girl that does tedious work will be paid more for it. When you get into acetates, rayons, etc., it will take a different type person—sometimes it takes someone who is not so fast

but who is very good on tedious work, and the prices will be regulated accordingly."

Fred Brown: "If a new girl comes in does she start out at the minimum wage?"

Rose Todd: "It depends on her experience. No one will start for less than \$16.50. Other places are only paying \$6.75 for 12 weeks. If they let a girl off for two or three days and she comes back, they can still consider her as a beginner."

Fred Brown: "Take Group '1' for instance—say they have a slack in the better class dresses and would have to work on cheaper merchandise, what about their minimum?"

Rose Todd: "We will make only higher priced dresses on the 8th floor."

Fred Brown: "Do you think there will be any dissension among the girls about this?"

Rose Todd: "I think there will be some discussion as to what group they are to be in. We have gone back over the earnings for weeks past. Take for instance an operator who is under the \$22.50 guarantee. If she can operate two or three machines, giving her an opportunity to have year round work, with the exception of slack seasons, certainly that girl deserves more consideration than the girl who can operate only one type machine.

"If over a period of weeks a girl earned more than \$20.00, she would automatically be put in the \$25.60 group.

"If there is any dissatisfaction among the girls about this, they should feel perfectly free to discuss it with the Union (that is what it is for) or with Mr. Baty."

[fol. 4604] Fred Brown: "I think it would be better to give them something a little bit better than the C.I.O. offers."

Rose Todd: "The minimum the C.I.O. is asking for is \$22.05 on better merchandise and \$16.00 on cottons."

Sally Ormsby: "Don't you think six months is long enough to figure an average? I know a girl in my sec-

tion who is the fastest operator we have, but because of a few bad months her average would be lowered."

Rose Todd: "There may be times during the year when a girl cannot earn her minimum."

Sally Ormsby: "The girl I have in mind is the fastest operator we have in the section."

Rose Todd: "You must take into consideration that maybe for three or four months you will have work that is not as fast as others—the company cannot help that. Nelly Don comes as near having year round work as any factory of this type could have."

Sally Ormsby: "I feel there is a month when you cannot make it—when the line changes."

Rose Todd: "I think a girl is entitled to an average over the year."

Mamie Riddle: "I think so too. On Spring work we can work faster and do more—on the Fall line we can't do so much."

Rose Todd: "This wage scale will have to be set as a general rule governing everybody."

"Sally, this girl you refer to may not be the fastest girl on all types of work. I will look into this case individually."

Jack McConaughey: "In regard to the mechanics—what is the basis for the two groups?"

[4605] Rose Todd: "I presume it is an average of their salaries. I will ask about it. Do you have any information?"

Jack McConaughey: "It is probably on the basis of their ability—maybe years of service. You do not have the same thing on the cutters' scale. What is the basis for their scale—of getting into one group or the other?"

Rose Todd: "I think ability should enter into that. A person that works out ways of doing things that make it easier, certainly deserves more credit than the one who does not."

Jack McConaughey: "After they have served their apprenticeship are they considered an old cutter?"

Rose Todd: "Our agreement says that the company shall retain the right to give increases in salary and the right of hiring and discharging. I do not think that is unreasonable."

Fred Brown: "I do not understand about spreaders and spreaders' helpers. I do not see why they would make any difference there."

Rose Todd: "You certainly wouldn't turn a new spreader to spreading material without someone to help him."

Fred Brown: "What is the difference between a spreader and spreader's helper and apprentice? I do not see where they would draw the line, unless it would be the length of time they have been here."

Rose Todd: "I will discuss this with Mr. Tyler and see if he cannot word it a little more clearly. If he wants to meet with us, we will have a meeting."

Charlotte Casey: "What about the ticket girls, recut girls and the receiving department? They have all asked me what their minimum would be."

Fred Brown: "One of the porters (on the 5th floor) [fol. 4606] came to me and told me that several of the porters had gotten raises but he was still getting the same salary he got when he was here five months."

Rose Todd: "We will see about that. What we are trying to do now is to get something worked out to take care of the piece work operators. We are still working on the wage scale."

Marjorie Green: "I do not know a great deal about the work downstairs, but this sounds very reasonable to me."

Rose Todd: "Is there anything else to be discussed?"

Fred Brown: "Has the Shipping Department been taken care of as yet?"

Rose Todd: "The Shipping Department and Office will come under the Donnelly Garment Sales Company. They are working on that now."

Fred Brown: "How about the Maintenance Department?"

Rose Todd: "That will come under the office group."

"Is there anything else to be discussed? Let's not overlook anything on this. We want to get it straightened out. Mrs. Reed is giving it her personal attention and we want to get it settled. She is going away within the next two or three weeks, depending on how we get this worked out and on the weather."

Meeting adjourned.

6/18/37.

MG

[fol. 4609]

July 14, 1937.

Meeting of Group Chairmen July 14, 1937.

Rose Todd: "There are several matters I want to discuss with you at this meeting. One thing, Mr. Tyler has been talking to me again regarding the D.G.W.U. asking for an injunction against the I.L.G.W.U. When we have our regular meeting next Tuesday Mr. Tyler will be here and discuss this with us in great detail. He believes now that the company has taken the initial steps it would be smart for us to do the same thing. I want you to be thinking it over and we will discuss it with Mr. Tyler on Tuesday."

"Another thing I believe we should discuss—I have been talking to Fred Brown about this, but I believe we should take a vote on it. I think that the General Chairman and Treasurer of the D.G.W.U., at the present time and in times to come, should be bonded. I believe \$1000.00 would be ample, as we will probably never have much more than \$1000.00 in the treasury at one time. The cost of these bonds will be \$7.50 each or \$15.00 per year, this expense to be paid by the Union. If during the year, the officers should change, a new bond would cost an additional \$5.00."

(Motion made by Jack McConaughey that the General Chairman and Treasurer of the D.G.W.U. be bonded for \$1000.00. Seconded by Marjorie Green.)

Accepted unanimously.

A general discussion was held regarding appointing an Auditing Committee to audit the Union's books twice a year. It was decided that this committee should be comprised of three people, ~~one~~ from the office; ~~one~~ from the inspectors (as we have two on our committee from the [fol. 4610] operators) and one other person. The following committee was submitted for approval:

Bertha Estes, Chairman

Flora Brown

Heath Cowan

(Motion made by Hobart Atherton that we elect Bertha Estes from the office, to act as Chairman; Flora Brown from the inspectors, and Heath Cowan from the Receiving Department to serve as an Auditing Committee and audit the Union's books twice a year. (April 27th and October 27th). Seconded by Fred Brown.)

Accepted unanimously.

Rose Todd: "I want to mention one other thing I have discussed with Mr. Tyler and he advises us to put it to a vote, and that is: To have cards printed and given to each employee to sign, requesting the company to take our dues out of the payroll. Will someone please make a motion to this effect?"

(Motion made by Sally Ormsby that we ask the employees to request the company to take our dues of twenty-five cents per month out of the payroll the first pay day in each month. Seconded by Mamie Riddle.)

All in favor make it known by saying 'I'. Opposed 'No'.

(Carried unanimously).

Fred Brown stated that he needed some sort of a file to keep invoices and paid bills in, and permission was given him to go ahead and purchase this file. The cabinet which Miss Todd is now using will be given to Mr. Brown to keep his invoices and bills in.

A general discussion was held regarding the salary which Miss Todd receives from the Union, Miss Todd advising that she believed she could handle this work on her lunch hour and after hours at this time.

[fol. 4611] (Motion made by Marjorie Green that we pay Rose Todd \$15.00 per week (\$32.50 the first and sixteenth of each month), effective as of June 1st. Seconded by Jack McConaughy.)

Carried unanimously.

Rose Todd: "Is there any other business to come before the meeting at this time? If not, the meeting will stand adjourned."

Meeting adjourned.

7/15/37

MG

[fol. 4619]

October 1, 1937

Meeting of Group Chairmen Oct. 1, 1937

The purpose of this meeting was to discuss plans for our Hallowe'en Party. The date has been moved up to October 29th instead of October 22nd, as the Pla-Mor was not available on the date previously set.

At this party it was decided we would pay more attention to card playing. A committee will be appointed to take care of the cards, and each table will be responsible for their own cards. Bridge prizes will be given. It will be necessary for those desiring to play cards to make their reservations in advance.

An L.D.M. regarding this party will be sent out within a few days. Also, the Advertising Department will make us some posters to advertise our party.

The price of admission will be the same as last time—25¢ per person.

Meeting adjourned.

10/1/37

MG

[fol. 4622]

November 5, 1937

Meeting of Group Chairmen Nov. 5, 1937.

Rose Todd: "I haven't finished checking up on the money from the dance, as we still have some money out. I

will try to finish checking this sometime next week as we want to have our books audited. I don't know as yet just how much money we will have, but think we made a little money on our party.

"We have a few bridge and pinochle cards left from our party which we want to sell (35¢ and 50¢).

"I think we should send Mr. Tyler some money about next week. We haven't received a statement from him as yet but we probably will within a few days.

"Does anyone have anything that should be brought up or taken care of at this meeting? If you do, please be sure to mention it."

Sally Ormsby: "A few of the girls in Section 413 have talked to me about not making their average."

Rose Todd: "If you will give me the names of these girls and the style numbers I will investigate—I won't be able to do it today, but I will see about it the first of next week and get it straightened out.

"Is there any other business to be taken care of? If not, we will adjourn."

Meeting adjourned.

11/5/37

MG

[fol. 4623]

November 16, 1937

Meeting of Group Chairmen November 16, 1937

Rose Todd: "I have been checking over the piece work prices on the numbers which were brought up at our meeting of November 12th with some of the girls from the 8th floor, and I will call those girls and go over these changes with them. Some of them should be changed—especially those on long darts, but I think we should wait a little while on some of them as I believe they will work out all right."

Sally Ormsby: "Some of the girls were a little disappointed, I think."

Rose Todd: "If the girls will do their part, I know Mrs. Nichols will do hers. Of course, once in a while there is bound to be a mistake. On that one dress with the six darts in the sleeves, it originally had only four and this was overlooked. If the girls see there is an easier way to handle some of these things, they should bring them up sooner and satisfactory adjustment will be made."

"I have several things on my mind that I want to mention at this meeting."

"First, the Auditing Committee which we appointed some weeks ago, went over the Union books and report that we were twenty-five cents over on our dues. I think this is grand."

"Fred, how much did we make on our dance?"

Fred Brown: "We cleared about \$75.00 after all bills were paid."

Rose Todd: "A number of the girls have asked me different things about the trial, and I thought it would be nice to have a meeting and have Mr. Tyler come down and [fol. 4624] explain to us about the trial and the results of it. Thursday is the only day this week he will be able to come and I thought it would be a good idea to have a meeting on the first floor. What do you think about it?"

Sally Ormsby: "Thursday is pay day and most of the girls like to leave on time so they can get their checks cashed."

Rose Todd: "I realize Thursday is pay day, but I think this is of vital importance to all of us and it is the only day Mr. Tyler will be able to come. We will send out a notice notifying the girls so they can make arrangements to stay."

(Motion made by Hobart Atherton that we have a meeting Thursday afternoon on the first floor for the purpose of Mr. Tyler explaining to the members of the Union about the trial. Seconded by Fred Brown.)

Rosa Todd: "We haven't received a bill from Mr. Tyler as yet, but I would not be a bit surprised at any amount it would be as he has spent a lot of time and done a lot of

work on this trial. Some time ago he even made a trip to Washington for which he has never charged us. During the week of the trial two attorneys from his office were there the entire time. I think our expense will be heavy but I do not think it will be a burden to us.

"Mr. Tyler advises that this case is one that will be written up in law books and is being watched with great interest all over the country. He says that whoever loses this case will very probably take it to the Supreme Court. Or, it could be set aside entirely and in that case it would start all over again with oral testimony and would probably take three or four weeks. If they set aside this intervening petition we can immediately ask for another one.

"If it does get to Washington it will take about a week or ten days to present it and, of course, the lawyers will [fol. 4625] have to be there. If it goes to the Supreme Court no additional information will be added.

"Another thing I would like to bring up is this—I think we should set a definite date for Union meetings—say the first Tuesday in each month at five o'clock. I think the members would rather stay then than go home and come back in the evening. We will put this to a vote at our meeting Thursday evening.

"I understand the company leased this entire building some time back and we should ask them about paying some rent for the use of the space for our meetings."

Marjorie Green: "I think \$2.50 or \$3.00 would be sufficient. We have to furnish the chairs ourselves in addition to that, which makes it rather expensive."

Rose Todd: "We will write a letter to the company regarding this."

"Does anyone have any other business? Do you think there are enough people here who would be interested in a gym class? How about ice skating—do you think we could get 15 people who would be interested in that? We could get admission tickets for 30 cents if we could guarantee 15 persons. I will send out a notice regarding this."

Sally Ormsby: "Several girls have asked me if they were off the Wednesday before Thanksgiving if they would get paid for Thursday."

Rose Todd: "I do not know about this—I will check up on it before our meeting Thursday and let you know then.

"If there is no further business to be taken care of, the meeting will stand adjourned."

(Anna Richards not present—not at work today)

MG

[fol. 4626]

December 15, 1937.

Meeting of Group Chairmen December 15, 1937.

Rose Todd: "I thought it would be nice if the Chairmen of the Union sent a Christmas Greeting to the different departments, so if it meets with your approval I will send a little note to each department saying you join me in wishing them the very best for the coming year.

"Another thing I have thought of if you approve of the idea—and that is that we should pay our Secretary this month. She has done quite a lot of work in the last six or seven months, so if it meets with your approval will someone make a motion that we pay our Secretary \$15.00 this month."

(Motion made by Hobart Atherton that we pay our Secretary \$15.00 this month for services rendered. Seconded by Fred Brown.)

Carried unanimously.

Rose Todd: "I think it would be nice if we would plan to have a Valentine's Party—what do you think about it?"

Hobart Atherton: "I believe the N.D.A.A. is planning to have a play the latter part of January. Would that be too close together?"

Rose Todd: "We have always had a Valentine's Party every year as everyone seems to want to have a party then and it is a very easy party to have. The Friday closest to Valentine's is Feb. 11th.

"I will talk to Hugo Kranz regarding the play and see if they can't get busy on it and have it by the latter part of January.

"I will be back from my vacation on January 10th. You will have one meeting while I am gone. Mamie Riddle will be at my desk on the 9th floor from 11:00 to 12:45 each day to take care of anything that might come up. I don't think of anything right now that should be taken up at [fol. 4627] your next meeting, but there will probably be several things before that time."

Hobart Atherton: "I wanted to mention this—we have quite a few temporary employees here—people who have been working out at the Club House and different places and have been here for sometime, and they would like to join our Union."

Rose Todd: "I think we should do something about this, as some of these people have been here from six to eight months."

Hobart Atherton: "I think they should be allowed to join our Union. Of course, they would only pay dues while they are employed here."

Rose Todd: "About seven of these boys have asked me about this in the last week." Let's put it to a vote."

(Motion made by Fred Brown that we ask temporary employees who have been employed here for as long as thirty days to join our Union. Seconded by Sally Ormsby.)

Carried unanimously.

Hobart Atherton: "I don't think we should ask them to buy pins. If they want to that is all right."

Rose Todd: "We have never asked anyone to buy a Union pin—that is optional and left entirely up to them."

Hobart Atherton: "How are we going to take care of the balance of our bill from Mr. Tyler—in monthly payments or wait until we have a larger sum?"

Rose Todd: "I don't think we should worry about this bill. I believe they would rather we pay it in a larger sum than in small amounts."

[fol. 4628] "Fred, when I get back, or while I am gone, if you will give Marjorie Green a list of the salesmen who

are late with their dues she will write to them requesting that they bring their dues up to date."

Hobart Atherton: "What do you think about the Union sending a check for \$15.00 or \$25.00 to the Mayor's Christmas Tree?"

Rose Todd: "What do you think of this? I think it would be very nice. What do you think about \$15.00?"

(Motion made by Jack McConaughy that we send a check for \$15.00 to the Mayor's Christmas Tree. Seconded by Sally Ormsby.)

Carried unanimously.

Hobart Atherton: "What do you think about the Union starting a Credit Union?"

Rose Todd: "I have thought about this quite a bit and have talked to several people about it. Also talked to one of the men at the Missouri Credit Association. Have talked to several people about it and have been trying to get different opinions on it.

"There would be considerable work attached to it, and if we should start anything like that we want to go into it very carefully and check it thoroughly."

Hobart Atherton: "I believe we could make about \$3000.00 per year on it."

Rose Todd: "To do anything like this would require one person's entire time and it would have to be someone who is a good bookkeeper. We would probably have to pay them about \$100.00 per month.

"Several of the girls downstairs have asked me about starting a Christmas Savings. One of the sections has a [fol. 4629] Christmas Savings, and the way they handle it is to elect two girls to take care of it and collect from the girls and deposit the money under one name. I think this is all right for the sections to do something like this but we couldn't handle anything of that kind.

"I think we should give this Credit Union some more thought and find out all we can about it. If we should start anything of this kind we certainly would have to have

a good strong board of directors as you will always have a certain percentage of people who are not satisfied with the way you handle things. I believe we should give this some more very serious thought before doing anything definite about it.

"Another thing, we have corresponded with Mr. Green and he advises that \$3.00 per meeting will be satisfactory rent for us to pay for the space used for our meetings, to be paid at the end of our fiscal year.

"Is there any other business to be brought up? If not, the meeting will stand adjourned."

12/15/37

MG

[fol. 4640]

March 4, 1938

Meeting of Group Chairmen March 4, 1938

Rose Todd: "As you know, our general meeting is next Tuesday evening, so if any of you know of anything we should bring up at this meeting, please be sure to mention it.

"I thought you would be interested to know that our ice skating party last Tuesday night turned out very well. We made our expenses and a little over.

"There are still a number of people I haven't asked to join our Union. I will see these people before our meeting Tuesday evening.

"I was talking to Mr. Tyler a few day ago and he advises our case comes up in the Supreme Court sometime during the two weeks following March 28th, which would be about the first two weeks in April. We will possibly have a little more expense, so what do you think about our taking this up at our meeting Tuesday evening and discuss raising the money to pay the balance of our bill to Mr. Tyler? I would like to get this bill cleaned up, and my suggestion would be to pay one-half of it in March and one-half in April. This would cost each of us about \$1.00, or 50 cents in March and 50 cents in April. Of course, it will be necessary for Mr. Tyler to be in Washington when our case is heard there—I don't know whether this was

included in the bill which he has already rendered us. What do you think of this plan? Let's think it over and we will discuss it further at our meeting Tuesday.

(Chairmen agreed unanimously that they believed this would be a good plan and thought the employees would be glad to take care of the balance of Mr. Tyler's bill in this way)

[fol. 4641] "Mr. Tyler also advised me it was necessary to have some briefs printed. The reason the C. I. O. didn't have to stand this expense was because they didn't think it had any bearing on the case. If the Supreme Court decides it does have bearing on the case, then they will have to pay for it. If not, we will be obliged to pay it.

"A number of people have asked me if it wouldn't be possible for us to have our meetings at 4:30 instead of 5:00, having the people who work until 5:00 o'clock come in a little earlier or take a shorter lunch period. I discussed this with Mr. Tyler and he didn't think it advisable to do this. After all, we only have these meetings once a month, so let's all get as many people out as we possibly can.

"As you know, our dance is March 25th. Let's get behind this and sell as many tickets as we can. When do you think we should put our tickets on sale? I think we should get them out by Friday, March 11th.

"The election of new officers will come up at our meeting in April, so that will take up most of our time at that meeting.

"Miss Berning was talking to me (and I believe she had discussed it with Miss Spilsbury) in regard to having Miss Spilsbury show us the moving pictures which she took on her trip to South America. I am sure she would be glad to show these pictures at one of our meetings if we would like for her to. Since our election of officers comes up at our April meeting, it would probably be May before we could have her show these pictures.

"Mr. Price was telling me something about a very interesting talk some man gave before the N. D. A. A. Fred, will you tell us something about this?"

Fred Brown: "This man was from the Investment Syndicate and his talk concerned money management and [fol. 4642] what they are doing to establish a course in schools throughout the country to teach children how to manage and handle their money after they earn it."

Rose Todd: "I thought it would be nice to have something like this at our meetings before long."

"Do you know of any other business we should bring up at our meeting Tuesday evening?"

"Don't you think it would be a good idea to read our by-laws at this meeting? We have quite a number of new employees, and no doubt quite a few of the older employees would like to hear them again."

"If there is no further business, the meeting will stand adjourned."

Meeting adjourned.

(Note: Hobart Atherton not present at meeting)

3/4/38

MG

[fol. 4646]

May 3, 1938

Meeting of Group Chairmen May 3, 1938.

Rose Todd: "I don't believe there is a great deal of business to be taken care of today."

"I want to tell you a few things we have tried to remember in the past. Anything you hear in the way of complaints, or any suggestions you have to make that would make our organization any stronger and help keep it active, please be sure to mention them."

"I feel that we have this Union and we should always have it and we should always keep it active and going. We have learned a great deal and we still have a lot yet to learn. I think this organization should be maintained as long as the Donnelly Garment Company is in existence. It is a good thing for the employees and a good thing for the Company, and I think we should work to keep it active."

"At our last meeting of the chairmen we discussed having a party of the old and new officers. What do you people think of a steak fry or weenie roast, or would you rather have a chicken dinner? Of course, a chicken dinner would cost us a little more. What do you think would be best? And what night would be suitable for all of you?

(It was decided to have a steak fry at the Club House Thursday evening, May 12th, each person having the privilege of inviting one guest)

"Our next general meeting will be Tuesday, May 10th, and I thought it would be nice if we would ask Mr. Tyler to come down and talk to us, as we are all anxious to hear about our case.

"One other thing I do want to mention to you is this. At different times several people have asked me if it [fol. 4647] would be possible for our Union to have a savings and loan account. At the present time I think we should keep our money in the bank, but maybe a little later on we could do something like that. I talked to Mr. May at the First National Bank about this and he will let us know if they can work out something that we could use, and maybe at some time in the near future we can handle something of this kind.

"I think from now on we will have our chairmen meetings in the auditorium on the first floor.

"If there is nothing else, the meeting will stand adjourned."

Meeting adjourned.

5/3/38

MG

[fol. 4651]

July 5, 1938

Meeting of Group Chairmen July 5, 1938

A very short meeting of the chairmen was held Tuesday afternoon, July 5th, at 4:30, for the purpose of Mr. Tyler meeting the new members of the committee.

This meeting was very brief as Mr. Tyler was to talk to us at our general meeting at 4:45.

Mr. Tyler suggested that we make a note to get together about sixty days before our contract with the company expires for the purpose of working out a new contract.

Meeting adjourned.

(Note: Rose Todd and Al Reifel not present—on vacations)

7/5/38

MG

[fol. 4695]

(Board's Exhibit 10.)

Date 6/13/39—Witness Todd.

Extension of Agreement.

This Extension of original Articles of Agreement entered into by and between the Donnelly Garment Workers' Union, party of first part, and Donnelly Garment Company and Donnelly Garment Sales Company, parties of second part, on May 27, 1937, Witnesseth that

The parties hereto being willing to extend the aforesaid agreement and continue the terms therein fixed with the exception on line three, paragraph two on page one, which it is hereby agreed shall be amended to read: "A minimum of \$16.50 per week", instead of \$15.00 per week, it is hereby

Agreed by mutual promises and agreements set forth that said contract with the exception above set out shall be and the same is continued in full force and effect for a period of twenty-four (24) months from the date hereof, with the additional provision added thereto becoming paragraph numbered Eighteen thereof as follows:

"(18) This contract shall be deemed to be extended for a period of two (2) years from the expiration of it or of its extensions unless one of the parties to the contract shall at least sixty (60) days before the expiration of this or any other extension give notice in writing to the other party that the contract shall terminate on the expiration of the extension then in force."

[fol. 4696] In Witness Whereof we have hereunto affixed
our hands this 2 day of June 1939.

**DONNELLY GARMENT
WORKERS' UNION,**

By
General Chairman.

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.....
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.....

Committeemen,
Parties of First Part.

Executed in duplicate.

DONNELLY GARMENT COMPANY,

By s/d R. J. Ingraham, Sec.

Attest:

.....

DONNELLY GARMENT SALES COMPANY,

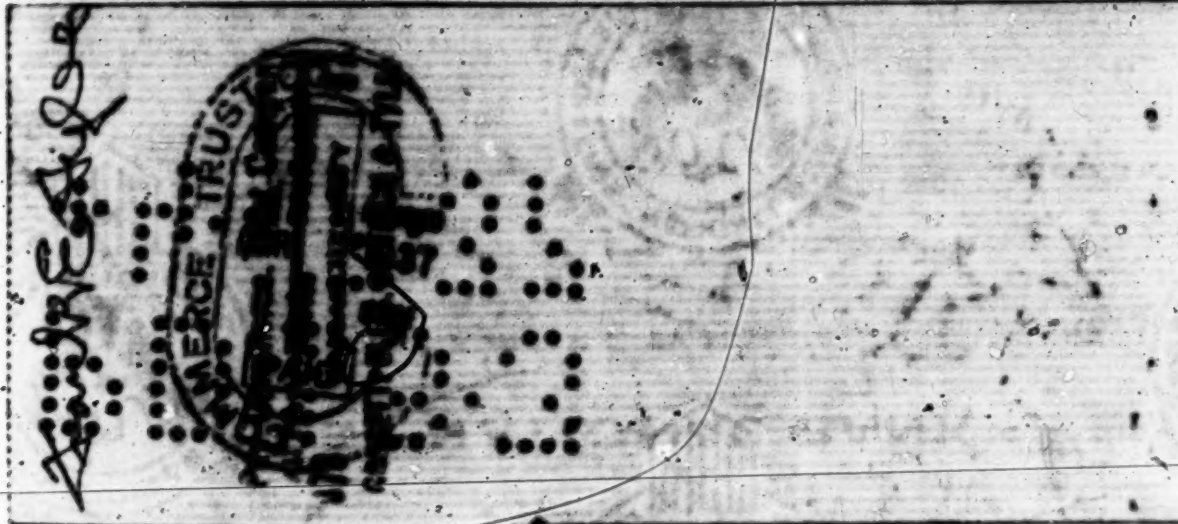
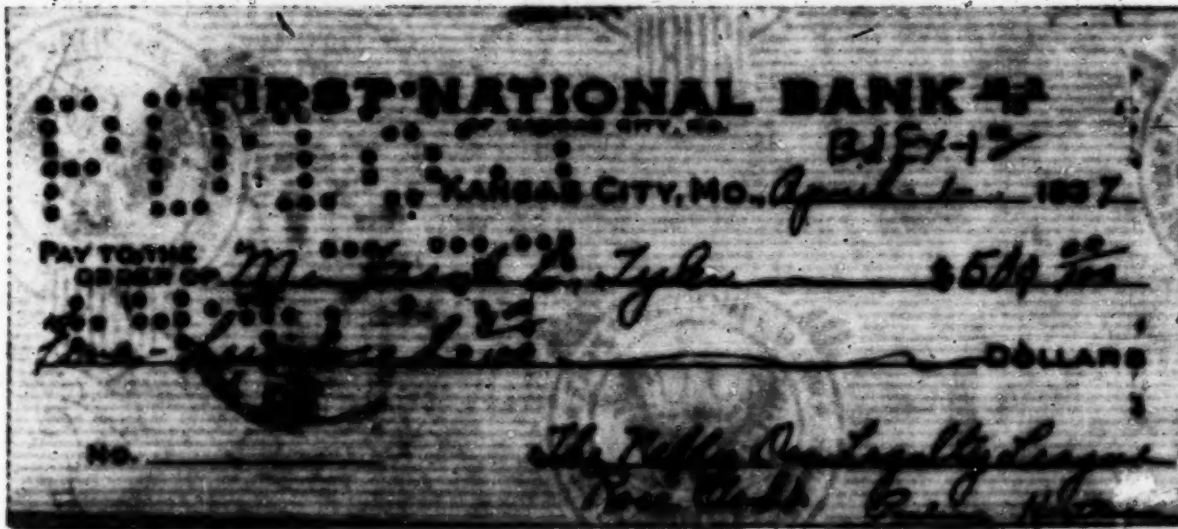
By s/d R. J. Ingraham,

Parties of Second Part. Sec.

Attest:

.....

Board's Exhibit 13.



NATIONAL LABOR RELATIONS BOARD
CASE NO. *371-01* EXHIBIT NO. *12*
IN THE MATTER OF *Donnelly Lumber Co.*
DATE *6-3-39* WITNESS
BY *Daniel W. Ross* OFFICIAL REPLY
BY *Daniel W. Ross*

4699

Board's Exhibit 14.

I, the undersigned, hereby pledge myself to become a member of the Nell Donnelly Loyalty League to take part in the activities and support said league to the best of my ability.

I have signed this ~~and~~ pledge of my own free will without coercion or intimidation of any kind.

Be.
4.14

NATIONAL LABOR RELATIONS BOARD	
CASE NO. <u>371</u>	EXHIBIT NO. <u>14</u>
IN THE MATTER OF <u>Donnelly Bros. Co.</u>	
DATE <u>6-22-44</u> BY <u>Daniel W. Ross</u>	
OFFICIAL REPLY	

[fol. 4709]

(Board's Exhibit 18.)

Date 6/27/39—Witness Greenhan.

Minutes of meeting of Donnelly Garment Workers' Union,
May 25th, 1937, at 3:45 p. m.

Rose Todd: This meeting has been called very hurriedly. We were to have chairs at 3:30; they were to be here at 3:30, but it takes a few minutes to get them and set them up and it takes a few minutes to get you all down here, but I didn't know there were none until I came down. However, the meeting won't last very long, so if you will be patient I am sure we can get through before very long.

I want to tell you this is going to be two meetings, the first being a meeting of the Donnelly Garment Workers' Union and after that a meeting of the Loyalty League.

No doubt some of you heard that yesterday in 411 and 412 I passed out your union cards and the remainder of them will be given to you as quickly as we can take care of them. I expect to get some of it done tomorrow—it will probably take two more days to finish.

I want to read an article to you in the noon paper. Some of you I know have read it and some haven't:

Clipping

That is increasing their amount quite a bit in two weeks. But I still can't feel they are going to sign up enough people in here to call a strike.

[fol. 4710] For your people in here working—I want to advise you to work quietly. In the first place, I don't know just what I would do if anybody asked me to join the C. I. O.

I think you will all be interested in knowing this—a number of people have been asking me if our working agreement has been sent to Mrs. Reed. A number have asked if it shouldn't be there and if we needed it and I have tried to explain our working agreement is being drawn up by Mr. Tyler and I want to tell you now I went down to see him and it will be finished and in Mrs. Reed's hands this

afternoon or in the morning. I don't know the time. It first has to go through the mails.

No doubt you noticed in our little paper published last week, we want to have a dance at the Plamor on the night of June 11th—that is Friday night. I am going to ask Hobart Atherton to explain to you why we are having this dance.

Hobart Atherton: I think I said the last time I talked to you that I was mad. I have been mad several times since.

There seems to be a little misunderstanding as to why the Loyalty League needs this money and a little later on I will explain that to you.

We are going to have this dance June 11th at the Plamor to be given under the auspices of the Donnelly Garment Workers' Union. As you all know we have a lot of people on the outside who are very friendly to us and we have been advised that it would be a very good thing to give something that these friends can attend to show their [fol. 4711] appreciation and give their support to that which they feel they want to.

At this dance we are going to have a few carnival booths so those who don't want to dance can have the opportunity to do something else.

I don't know anything else I can tell you about the dance that you don't already know, so I will turn the mike back over to Miss Todd.

Miss Todd: If any of you have any questions you want to ask about the dance, I think this would be a very opportune time to do it.

I think we should all understand that we are primarily having this dance because a great many of our outside friends would like to know us as a group of employees. It would give us an opportunity to have a nice time and make new friends.

If there is any business pending of the Union, please bring it up now. If there isn't, I want to close this and open it as a Loyalty meeting.

I might tell you this—we will have our tickets for the dance ready to go on sale about Thursday or Friday of this week. I don't believe we can make it much sooner.

If there isn't any further Union business to take care of at this time I would like to hear a motion that the meeting be adjourned, but please don't leave the room.

Question: Aren't there to be cards as well at the dance?

Miss Todd: We will have card tables and cards for anybody who wants to play cards and the booths to lend [fol. 4712] carnival spirit and give us something besides dancing and cards.

Any further questions? I don't want you to get tired but I do want to answer further questions.

A motion has been made that we adjourn our Union meeting and immediately open our Loyalty meeting. Second.

The meeting adjourned.

Meeting of the Loyalty League May 25th, 1937

Miss Todd: There have been several things come up that the Loyalty League will be interested in. Mainly about this sweepstakes. I think some of the people understand it and some do not and a great many people have expressed to me the desire "Let's not do that." We will talk about it a little. I will ask Hobart to make a talk and then I will ask Miss Hartman to give you a report of our finances.

First, at each meeting I have made it clear that the Loyalty League has only one bill—not "bills". And that isn't a bill we have to be worried about and it isn't a bill that has to be taken care of immediately.

Yesterday we found out before our meeting and a representative also went last night, that it was impossible to rent the floor of this building for a carnival. We weren't [fol. 4713] faced with any alternative. It took so much to rent the Plamor for another meeting and so last night a meeting of the representatives of the Loyalty League was held with the representatives of the Athletic Associa-

tion and we discussed holding this derby and very hurriedly in the last few minutes we cancelled the derby entirely.

Now, I want everyone who has any question to ask about our indebtedness, I want you to ask them. I will ask Miss Hartman to come up and read the financial report.

Report read by Miss Hartman.

Miss Todd: I am going to ask Hobart to explain where our indebtedness is and I will talk to you and give you an opportunity to ask questions about it.

Hobart Atherton: As Miss Todd has already told you, we only have one debt of the Loyalty League. A good many of you seem to be under the impression we have accumulated quite a lot of bills as we have gone along but we have only one.

You all realize when this agitation first started, we didn't have any union started and it was up to some organization to take the initial step to protect our rights as employees of the Donnelly Garment Company. So the Loyalty League had a meeting of the representatives and were authorized by the representatives to retain legal counsel. We retained Mr. Tyler, as you all know. He came down here and talked to us. That debt, the bill of [fol. 4714] Mr. Tyler is the only debt the Loyalty League has which has not been paid and as Miss Todd told you, that isn't pressing. We want to pay it but we don't have to do it right off hand as some may have been given the impression we have to.

That bill amounts to approximately \$500.00, as that is his retainer's fee. That may sound like a lot of money off-hand but when you consider the number of people we have—1200 people, to be conservative—divided into \$500.00, makes a cost of approximately forty-five cents each, which is mighty cheap attorney's fees.

Five hundred dollars is

\$50,000

Miss Todd: Now I want several of you to ask any questions about anything you want to know about the Loyalty League's finances. Please don't go away without some-

body asking about it, because I haven't been able to answer questions fast enough all afternoon.

I think it was very unjust and thoughtless for someone to say, "I just work here, I don't know anything about these bills." As I said at the last meeting, we haven't any secrets. We are all working here. It is everybody's business. There is only one person who doesn't work here and that is Mrs. Reed. She owns the business. Don't feel timid about asking questions. We are all just one employee talking to another.

Question: Some of the girls were under the impression the Union was to pay that.

Miss Todd: I am glad you asked that. The Union [fol. 4715] will have to take care of Mr. Tyler's expenses from now on. I told you in our last meeting I didn't know what his services were and I don't know now. I talked to him again and made him this proposition—we would pay him a retainer fee of \$500.00 but I certainly can assure you if we get into court with this thing, and we very likely will, that we will probably have to have more money during the year. We asked him to draw up our by-laws at that time. We asked what our dues were to be—twenty-five cents a month is very nominal. But the Loyalty League, through the officers of the Loyalty League, assumed this responsibility—this retainer's fee, but as Mr. Atherton said, it was the only organization the employees had, and I felt as long as we had that organization we certainly were privileged to go ahead and do something about it. We had to protect ourselves.

We are just beginning on this thing, so don't let's get rusty already. If anybody is interested in joining the Union, you don't want to let me know. If you are interested, you had better keep quiet about it. There has never been any force about belonging to the Loyalty League. Anybody is privileged to belong or not belong. As far as belonging to the Union is concerned, you don't have to belong to that either. But one of these days they are going to work for a closed shop and I think we are going to get it. So you had better belong then.

I haven't any doubt about a few who have joined the Union. I think in time they will give themselves away about that. But we want to be fair and square.

Question: Won't everyone be willing to give fifty cents to pay that debt?

[fol. 4716] Miss Todd: I am going to say that we think this thing over a while. Mrs. from Section 411 has just made a suggestion that if each of us give fifty cents we will have enough in our treasury to take care of this indebtedness.

Applause.

Miss Todd: I think that is grand spirit to show. May I hear a motion then to the effect that each member of the Loyalty League donate fifty cents to take care of any current indebtedness we have.

Lena Lewis moved each member of the Loyalty League pay fifty cents to take care of any current indebtedness we have.

Seconded by Louie James.

Miss Todd: I think right here in this meeting we will ask each representative to accept this money and keep close check. This is purely voluntary, if you want to do it, all right. If you don't want to do it, all right.

The sweepstakes, or derby as we call it—we will forget it.

This meeting right here takes care of the only thing we were concerned about, that is the derby and that is taken care of. Our dance we talked of in the last meeting and we will have a picnic one of these days. We have had lots of nice times and they haven't cost anything and I am sure you feel real good about it and I do too.

There is one more thing—a great many people haven't carried their identification cards. Please bring them. They are getting fussy about us getting in down stairs and I don't blame them.

[fol. 4717] I think we better put it to a vote—all in favor of donating fifty cents for the Loyal League indebtedness make it known by the usual sign. Carried.

I think one of the boys should come up and tell us what has been done at the picnic grounds. I think everybody would like to know. Will some of the boys come up and tell us what shape the picnic grounds are in; whether we have water and so on?

While he is coming up I will tell you, last night in our meeting of the Chairmen, I resigned as President of the Loyalty League and we elected a new President, Thelma (?) Hufaker, in Section 411.

Fred Brown: The Picnic grounds aren't in very good shape right now. We have weeds about knee high and two ovens and three tables now, but when the time comes to have a picnic I think we will have another oven or two built and I think we will have to get the boys out there and cut those weeds. That is the shape it is in right now.

Miss Todd: Is there any other business to come before the Loyalty League. If not, you can give your fifty cents to the representative in your department. If you want to give a dime at a time, that is all right.

Now I want to introduce Miss Hufaker, your new President.

Miss Hufaker: Girls and fellow workers. This is quite an honor to me. To the best of my ability I will carry on, the best I know how. Thank you.

Miss Todd: If there is no other business, the meeting is adjourned.

[fol. 4718] Mr. Atherton: I don't want this meeting to break up without giving to Miss Todd a big hand for what she has done.

Applause.

Miss Todd: I appreciate that very much and I will try to do my best.

The meeting adjourned.

Board's Exhibit 19.

9
10 *Kansas City, Mo.* MAR 30 1922

On demand. I promise to pay

1385-19 to the order of the First National Bank,

One Thousand & ^{no}/₁₀₀ Dollars

for value received at its office in Kansas City, Mo. with interest from date at the rate of eight percent per annum. All claims for and parties to jointly and severally waive demand and protest. The Kelly & Royalty Leasing Co.

1. - 54460 June

Ly. Royalty League
 Todd. President.

JUL 22 1937
14-37 Interest Paid to 6-20-37
150.00

NATIONAL LABOR RELATIONS BOARD
CASE NO. 371 { BOARD
PERM. RES.
DEPT. OF
IND. & LAB. } EXHIBIT NO. 19
THE MATTER OF Local 1234
DATE 6-30-39 WITNESS Daniel W. Ross
DANIEL W. ROSS, OFFICIAL REPORTER
BY W. H. Harrison

4719

(fol. 4720)

(Board's Exhibit 20.)

Date 6/30/39 — Witness Bourke.

The Nelly Don Loyalty League

Statement of your account with
The First National Bank
Kansas City, Missouri

Checks in detail	Date	Deposits	Date	Balance
Balance Brought Forward				
	3/30/37	1,000.00	3/30/37	1,000.00
	- 0 -			
Balance Brought Forward	3/31/37	1,000.00	3/31/37	1,000.00
Checks in detail				
500.00			4/7/37	500.00
242.40 25.61 50.00			4/12/37	181.99
	- 0 -			
Balance Brought Forward	4/30/37	181.99	4/30/37	181.99
Checks in detail				
	5/4/37	229.89	5/4/37	411.88
24.24			5/5/37	387.64
8.00			5/6/37	379.64
15.00			5/10/37	364.64
36.63			5/11/37	328.01
35.63	5/11/37	36.63	5/11/37	329.01
12.00			5/27/37	317.01
	- 0 -			
Balance Brought Forward	5/29/37	317.01	5/29/37	317.01
Checks in detail				
35.58 3.64			6/26/37	277.79
	- 0 -			
Balance Brought Forward	6/30/37	277.79	6/30/37	277.79
Checks in detail				
15.00			7/1/37	262.79
	7/13/37	623.20	7/13/37	845.99
12.78			7/14/37	873.21
33.50 1.00			7/16/37	888.71
750.00			7/22/37	88.71
	- 0 -			
Balance Brought Forward	7/31/37	88.71	7/31/37	88.71

Board's Exhibit 21-A.

FIRST NATIONAL BANK ¹⁸⁻³₁₀
OF KANSAS CITY, MO.
KANSAS CITY, MO., May 26 193 7⁰⁰
PAY TO THE ORDER OF American Chair Rental Co. \$ 12⁰⁰
Twelve ——— 00 ——— 1 DOLLARS
No. 507
Shelly Hen Loyalty League
Pauline Hartman



NATIONAL LABOR RELATIONS BOARD
WIEC
CASE NO. 371 EXHIBIT NO. 21-A
IN THE MATTER OF Shelly Hen Co.
DATE 6-30-39 WITNESS Hartman
DANIEL W. ROSS, OFFICIAL REPORTER
BY Richardson

Board's Exhibit 21-B.

Bk Ex - 21-13

FIRST NATIONAL BANK 18-2
KANSAS CITY, MO.

KANSAS CITY, MO., May 4 1937
24

PAY TO THE ORDER OF Kansas City Chair Rental Co. 24
Twenty Four and 00 DOLLARS

No. 505 The Kelly Don Loyalty League
Rose Todd
Pauline Hartman

Kansas City Chair Rental Co.
Pauline Hartman

18-9 PAID
THROUGH CLEARING HOUSE
MAY 5 1937
UNION NATIONAL BANK
KANSAS CITY, MO. **18-9**

NATIONAL LABOR RELATIONS BOARD
CASE NO. 371 { BOARD FILED PER RESP. DEPT. DIV. 5, NLRB } EXHIBIT NO. 21-B
IN THE MATTER OF Donnelly-Lan Co.
DATE 6-30-39 WITNESS Hartman
DANIEL W. ROSE, OFFICIAL REPORTER
BY Nicholson

4722

Bk Ex. 21-C

FIRST NATIONAL BANK

KANSAS CITY, MO.

May 4 1937

PAY TO THE ORDER OF L. R. Grand Service \$15⁰⁰

Fifteen and 00 DOLLARS

No. 506

The Kelly Non Loyalty League
Ross. Todd.
Pauline Hartman

L. R. Grand Service
W. B. D. Robert

TRUST CO

MAY 11 1937

PAID

WILSON & CO. INC.
KANSAS CITY, KANSAS

NATIONAL LABOR RELATIONS BOARD

CASE NO. 371 EXHIBIT NO. 21-C

IN THE MATTER OF Louella D. C.

DATE 6-3-37 WITNESS Hartman

LAMUEL W. ROSS OFFICIAL REPORTER

Hartman

Board's Exhibit 21-D.

B/E-21-D

FIRST NATIONAL BANK ¹⁸⁻²
OF KANSAS CITY, MO.

KANSAS CITY, MO., May 4 1937

PAY TO THE ORDER OF Melvin Merchandise Co. 8

Eight ⁰⁰/₁₀₀ DOLLARS

No. 503

The Kelly Don Loyalty League
Rose Todd
Pauline Hartman

PAY TO THE ORDER OF

FIRST NATIONAL BANK
KANSAS CITY, MISSOURI

954

MIDWEST MERCHANDISE CO.

NATIONAL LABOR RELATIONS BOARD

CASE NO. 271 { NO
 { PLANT
 { RESPONSE
 { DISCLOSURE

EXHIBIT NO. 21-D

IN THE MATTER OF Donnelly & Co.

DATE 6-3-39 WITNESS Hartman

DANIEL W. ROSE, OFFICIAL REPRISER

BY Hartman

4724

Board's Exhibit 21-E.

Board's Exhibit 21-E

FIRST NATIONAL BANK
OF KANSAS CITY, MO.

KANSAS CITY, MO., May 4 1937

PAY TO THE ORDER OF The Green Co. \$ 35

Thirty Five and 00 DOLLARS

No. 504

The Kelly Iron Luggage League
Rose Todd
Pauline Hartman

TO THE ORDER OF
BALTIMORE BANK
KANSAS CITY, MO.
DEPOSIT
FOR THE GREEN CO.

PAID THRU

BALTIMORE BANK
KANSAS CITY
120
CLEARING HOUSE
MAY 11 1937

NATIONAL LABOR RELATIONS BOARD

CASE NO. 371 EXHIBIT NO. 21-E

IN THE MATTER OF Danell S. Co.

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY Hartman

Board's Exhibit 21-F.

EX-21-F

FIRST NATIONAL BANK
OF KANSAS CITY, MO.

June 21 1937

KANSAS CITY, MO.

PAY TO THE ORDER OF G. R. Sound Service \$ 15 ⁰⁰/₁₀₀

Fifteen and ⁰⁰/₁₀₀ DOLLARS

No. 508

Nelly Lou Loyalty Legier
Rose A. Todd
Pauline Hartman

G. R. Sound Service
Legier & Roche

JUL 1 1937

MERCANTILE TRUST CO. 18-18
KANSAS CITY, MO.

NATIONAL LABOR RELATIONS BOARD

CASE NO. 271 EXHIBIT NO. 21-F

IN THE MATTER OF Loyalty Ser Co

DATE 6-30-37 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY Richardson

Board's Exhibit 21-G.

131 Ex-21-2

FIRST NATIONAL BANK 18:2
KANSAS CITY, MO.

KANSAS CITY, MO., July 12 1937
78

PAY TO THE ORDER OF First National Bank \$ 12
Twelve 00 DOLLARS

No. 511

Help Am. Loyalty League
Rose K. Stahl
Pauline Heitman

NATIONAL LABOR RELATIONS BOARD

CASE NO. 371 { EXHIBIT NO. 21-2

IN THE MATTER OF Donnelly & Co.

DATE 6-30-39 WITNESSES Heitman

DANIEL W. BROWN, OFFICIAL REPORTER

BY Heitman

4727

Board's Exhibit 21-H.

P.E. 21-H

FIRST NATIONAL BANK ¹⁸⁻²
OF KANSAS CITY, MO.

KANSAS CITY, MO., July 13 1937

PAY TO THE ORDER OF The Green Co. \$33 ⁵⁰

Thirty three — 00 — DOLLARS

NO. 513

Nelly Ann Loyalty League
Rosa W. Todd
Pauline Hartman

PAID THRU

BALTIMORE BANK
KANSAS CITY, MO.
BY THE GREEN CO.

BALTIMORE BANK
KANSAS CITY, MO.
JUL 16 1937

NATIONAL LABOR RELATIONS BOARD

CASE NO. 371 EXHIBIT NO. 21-H

IN THE MATTER OF Green Co.

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY Hartman

Board's Exhibit 21-I.

1st Ex. 21-9

FIRST NATIONAL BANK ¹⁸⁻⁹
OF KANSAS CITY, MO.

KANSAS CITY, MO., July 13 1937

PAY TO THE ORDER OF Jenkins Music Co. \$ 1 ⁰⁰ ₀₀

one DOLLARS

No. 512

Nelly Ann Loyalty League
Rose K. Todd
Pauline Hartman

UNION NATIONAL BANK ³¹
KANSAS CITY, MO. JUL 16 1937

JENKINS MUSIC COMPANY
W. PARKING, Mo.

18-9 PAID
THROUGH CLEARING HOUSE
JUL 16 1937
UNION NATIONAL BANK.
KANSAS CITY, MO. **18-9**

NATIONAL LABOR RELATIONS BOARD
CASE NO. 371 } EXHIBIT NO. 21-9
IN THE MATTER OF Nelly Ann Loyalty League
DATE 6-30-39 WITNESS Hartman
DANIEL W. ROSS, OFFICIAL REFRITER
BY Nicholson

4729

134E x-21-J

FIRST NATIONAL BANK
OF KANSAS CITY, MO.

KANSAS CITY, MO., July 19 1937

PAY TO THE ORDER OF First National Bank 750⁰⁰

Seven Hundred Fifty and⁰⁰ DOLLARS

No. 514

Nelly Don Loyalty League
Rose M. Todd
Pauline Hartman

5

NATIONAL LABOR RELATIONS BOARD

CASE NO. 371 { BOARD PETITIONER RESPONDENT INTERVIEWER } EXHIBIT NO. 21-J

IN THE MATTER OF Nelly Don Loyalty League

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY Nicholson

4730

Board's Exhibit 21-K.

B1EX-21-K

FIRST NATIONAL BANK

OF KANSAS CITY, MO.

KANSAS CITY, MO., Apr 9 1937

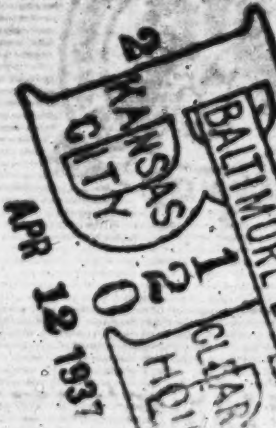
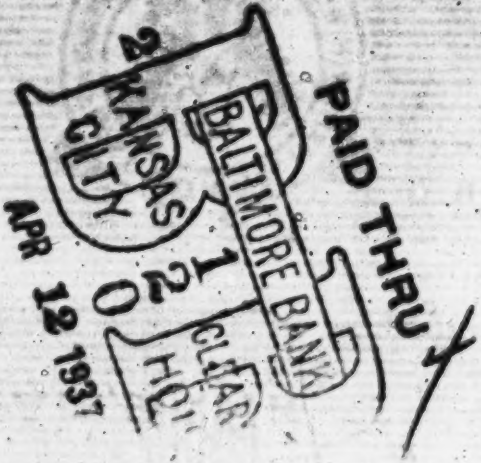
PAY TO THE ORDER OF The Green Co. \$ 50 ⁰⁰

Fifty and ⁰⁰ DOLLARS

No. 500

The Nellie Han Cayley League
Rose K. Todd
Pauline Hartman

PAID TO THE ORDER OF
BALTIMORE BANK
 1000 City, Md.
 Previous endorsements guaranteed
 FOR DEPOSIT
THE GREEN CO.

NATIONAL LABOR RELATIONS BOARD

Ex-11-c

CASE NO. 371 | EXHIBIT NO. 21-K

IN THE MATTER OF Local 100

DATE 6-3-39 WITNESS Hartman

DANIEL W. BOSS OFFICIAL REPORTER

BY [Signature]

4731

BEX-21-L

FIRST NATIONAL BANK 18-9
OF KANSAS CITY, MO.

KANSAS CITY, MO., Apr. 9 1937

PAY TO THE ORDER OF Kansas City Chair Rental Co. \$ 25
Twenty Five — 01 — 00 DOLLARS

NO. 501

the Nelly Dow Loyalty League
Rose H. Zedler
Pauline Hartman

Kansas City Chair Rental Co.
Pauline Hartman

18-9 PAID
THROUGH CLEARING HOUSE
APR 12 1937
UNION NATIONAL BANK.
KANSAS CITY, MO. **18-9**

NATIONAL LABOR RELATIONS BOARD
CASE NO. 371 BOARD
PEOPLE'S
RESPONDENT
IN C. V. NO. 21-L
EXHIBIT NO. 21-L
IN THE MATTER OF Donnelly San Co.
DATE 6-30-37 WITNESS Hartman
DANIEL W. ROSS, OFFICIAL REPORTER
BY Nicholson

Board's Exhibit 21-M.

FD EX-21-M

FIRST NATIONAL BANK ¹⁸⁻²/₁₀

OF KANSAS CITY, MO.

KANSAS CITY, MO., Apr. 9 193 7

PAY TO THE ORDER OF Pls. - Mr. Monuments, Inc. \$242

Four Hundred Forty Two ⁴⁰/₁₀₀ DOLLARS

NO. 502

The Molly Houn Loyalty League
Rose H. Todd
Pauline Hartman

PAY TO THE ORDER OF
UNION NATIONAL BANK
KANSAS CITY, MO.
FOR DEPOSIT ONLY
FLAMOR AMUSEMENT, INC.

18-9 PAID
THROUGH CLEARING HOUSE
APR 12 1937
UNION NATIONAL BANK.
KANSAS CITY, MO. **18-9**

NATIONAL LABOR RELATIONS BOARD

CASE NO. 37

BOARD
PRESIDENT
RESPONDENT
IN LAYMAN

EXHIBIT NO. 2/-m

IN THE MATTER OF Donnelly San Co

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSE, OFFICIAL REPORTER

BY Nicholson

4733

13187-21-N

FIRST NATIONAL BANK OF KANSAS CITY, MO.
KANSAS CITY, MO., June 21, 1937

PAY TO THE ORDER OF The Finance Co. \$ 35
Twenty Five 58 00 DOLLARS

No. 510

Neely Don Loyalty League
Rosa K. Tapp
Pauline Hartman

Pay to the order of
BALTIMORE BANK
KANSAS CITY, MO.
Pay to the order of
THE GREEN CO.

PAID THRU
BALTIMORE BANK
CLEARING HOUSE
1220
MAINTENANCE
28 1937

NATIONAL LABOR RELATIONS BOARD
CASE NO. 371 EXHIBIT NO. 21-N
IN THE MATTER OF Neely Don Loyalty League
DATE 6-30-39 WITNESS Hartman
DANIEL W. ROSE, OFFICIAL REPORTER
BY Hartman

Bd Ex-21-0.

FIRST NATIONAL BANK 18-2
OF KANSAS CITY, MO.

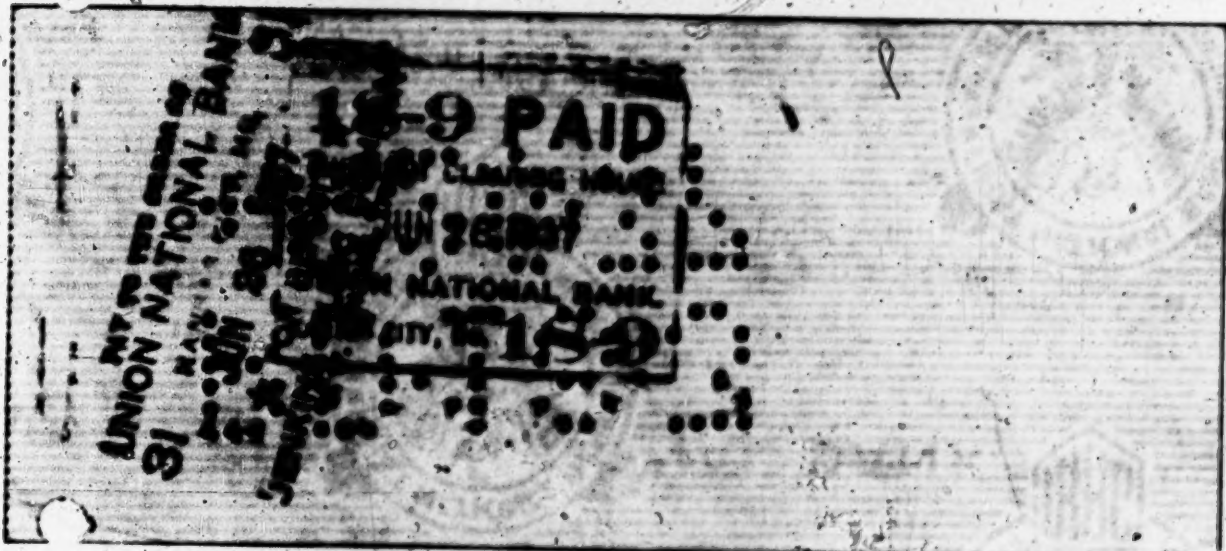
KANSAS CITY, MO., June 21 1937

PAY TO THE ORDER OF Jackson Mason Co. \$ 3 ⁶⁴/₁₀₀

Three ⁶⁴/₁₀₀ DOLLARS

NO. 509

Neely Dan Loyalty League
Pauline Hartman



NATIONAL LABOR RELATIONS BOARD

DATE 7-1 EXHIBIT 21-0

IN THE MATTER OF Neely Dan Co.

DATE 6-30-39 WITNESSED Hartman

DANIEL W. ROSS OFFICIAL REPORTER

BY Neely Dan

4735

Board's Exhibit 22.

First National Bank Acct (Loyalty League and Special Acct.)

	Deposits	Checks Issued	Bal.
Mar. 30, 1937	100000		
Apr. 1		500 00	50000
9		31801	18199
May 4	22989	8287	32901
13	62320	-	95221
26		1200	94021
June 21/37		5422	88599
July 13		4728	83871
July 19/37		750 00	8871

Bl. Ex. 22
~~1/2/37~~

NATIONAL LABOR RELATIONS BOARD
 CASE NO. 8-571 } EXHIBIT NO. 22
 IN THE MATTER OF First National Bank
 DATED 6-30-37 WITNESSED Notar
 DANIEL W. ROSS, OFFICIAL REPORTER
 BY Carol

Date		Dr.	Cr.	Bal.
11/26				
1/1/36	Bal.	2.76		
2/15	Pin Money	17.85	20.61	
2/16	Dance - Pla Mer ^{1/12/36}	110.25	130.86	
3/11	Emmett Chair Co.	10.00	120.86	
3/15	Sale of Pins	7.35	128.21	
5/6	5070 of Dance ^{Stander} _{Cl.} ^{4/1/36}	22.87	151.08	
5/6	Post Cards	1.00	150.08	
5/20	Miscel. Exp. ^(Queen's) _{Sound}	20.10	130.08	
10/14	Sale of Pins	5.25	135.33	
10/16	Queen Jewelry	16.67	118.66	
10/16	Liberty Printing Co. ^{Queen's tribute}	2.75	115.91	
11/20	Dance - Stander ^{11/31}	103.50	219.41	
1/5/37	^(Mrs McCormick) Alpha Floral Co. ^{Funeral}	5.40	214.01	
2/5	^(Flower garden) Horseshoe Plantation	7.00	207.01	
2/22	Sale of Pins ^{2/5/37}	8.75	215.76	
	Dance Plaza Hall	127.63		
	95.50 ^(Closed & B.D. Exp. 24)			

		Dr.	Cr.	Bal.
				219.37
4/1/37	Queen Co	50.00	219.37	
	H.C. Chair Rental	25.61		
	Pla-Mer	212.40	25.38	
5/4/37	Checking - ^{done at} _{Pla Mer}	68.50	93.88	
	Midwest Mdee Co.	8.00		
	The Queen Co.	35.63		
	H.C. Chair Rental	24.24		
	H.R. Sound Service	15.00	140.1	
5/13	Sale of Pins	122.10	198.11	
5/26	American Chair Co.	12.00	121.11	
6/21	H.R. Sound Service	15.00		
	Jenkins Music Co.	3.64		
	The Queen Co.	35.58	66.89	
7/13	Jenkins Music Co.	1.00	65.89	
	The Queen Co.	33.50	92.39	
12/1/37	May Day Dance	14.40	156.79	
	92.50 ^(changed)			

NATIONAL LABOR RELATIONS BOARD

CASE NO. 44-C-1 BOARD
F. L. T. NLR
RESP. DEPT.
EXHIBIT NO. 24-A

IN THE MATTER OF Donnelly Garment Co.

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY

Cruik

NATIONAL LABOR RELATIONS BOARD

CASE NO. 44-C-1 BOARD
F. L. T. NLR
RESP. DEPT.
EXHIBIT NO. 24-B

IN THE MATTER OF Donnelly Garment Co.

DATE 6-30-39 WITNESS Hartman

DANIEL W. ROSS, OFFICIAL REPORTER

BY

Cruik

Cr. Bel.	7/21/38	Carnival Florence	363.14	136.79
349.39				499.93
50.00	7/23/39	L. I. Prize	6.00	494.93
25.61	7/22	Charity Donation	25.00	469.93
292.40	7/27/39	Donation Bowling Team	5.00	464.93
8.50	93.88	3/3 Dress - Prize	1.60	463.33
8.00		3/6 Dinner for representatives at club house	23.25	440.08
35.63		H. H. King for dinner	4.59	435.49
24.24				
15.00	11.01			
22.10	199.11			
12.00	121.11			
15.00				
3.64				
35.58	66.89			
1.00	65.89			
33.50	32.39			
4.40	156.79			

~~24-13-C~~
(Changed to Bd. Ex. 24-C)

NATIONAL LABOR RELATIONS BOARD
CASE NO. 271
IN THE MATTER OF Connelly General Co.
DATE 6-30-39 WITNESS Hartman
DANIEL W. ROSS, OFFICIAL REPORTER
BY [Signature]

Board's Exhibit 23.

Special Account			
		Dr.	Cr. Bal.
3/30/57		1,000.00	
4/1/57	F. E. Tyler		500.00 500.00
4/10	Cash (Emp. C)	501.10	1001.10
5/21	Cash	71.50	1072.60
7/13	First National Bank	12.78	1059.82
7/19	" " "	750.00	309.82
8/20/59	" " "	273.92	35.90

~~DLB W. U. Ex 12~~
 (changed to Bd. Ex. 23.)

NATIONAL LABOR RELATIONS BOARD
 OFFICE OF THE SECRETARY
 14 THE MATTER OF Longely, Inc.
 DATE 5-30-57 WITNESS Bartholomew
 DANIEL W. ROSS, OFFICIAL REPORTER
 BY C. C. C.

Board's Exhibit 25.

The Daily Lone Loyalty League *Ref Ex-25*

KANSAS CITY, MO. MAR 20 1939

FIRST NATIONAL BANK, KANSAS CITY, MO.

INTEREST MEMORANDUM

FORM NO. 112		DATE	FROM	TO	DAYS	AMOUNT	INTEREST	TOTAL
NATIONAL LABOR RELATIONS BOARD K.V. C. (1887) 12 (17) 123 CASE NO. 371 EXHIBIT NO. 25 THE MATTER OF <i>The Daily Lone Loyalty League</i> DATE 6-22-39 WITNESS <i>Heather</i> DANIEL W. BOAS, OFFICIAL EXAMINER BY <i>Heather</i>		5%	June 22, 1937	July 22, 1937	22	1000 -	\$306	
			July 22, 1937	Aug 20, 1937	60	250 -	20 26	
							23 92	
							250 -	
								\$272 92
			<i>Principal</i>					
								4743

FIRST NATIONAL BANK
MAR 20 1939
KANSAS CITY, MO.

May 13
 May 25
 May 28
 June 2
 July 21
 Dec. 7
 Jan 4 - 1938
 Feb 1
 Mar 8
 Apr. 5 (Check #81)
 (Ph. 3300)

these are
 the dates
 that we held
 Union
 Meetings)

Bd. Ex. 26

NATIONAL LABOR RELATIONS BOARD

XVII-6
 CASE NO. 471
 IN THE MATTER OF Donnelly Dry Co.
 DATE 1-30-39 WITNESS McCaughey
 EXHIBIT NO. 26

4742

[fol. 4744]

(Board's Exhibit 28.)

Date 7/22/39. Witness

United States of America
Before the National Labor Relations Board
Seventeenth Region.

In the Matter of

Donnelly Garment Company

and

International Ladies' Garment Worker's Union

and

Donnelly Garment Worker's Union, Party to the Contract.

Case No. XVII-C-371.

It Is Hereby Stipulated And Agreed by and between Donnelly Garment Company, respondent herein, by its attorneys, R. J. Ingraham and B. S. Stottle, Donnelly Garment Workers Union, intervener herein, by its attorney, Frank E. Tyler, International Ladies' Garment Workers' Union, by its attorney, Clif Langsdale, and Daniel J. Leary, attorney National Labor Relations Board, that with reference to Board's Exhibit No. 28, attached hereto and hereby offered by the Board, consisting of sixty-eight (68) pages, the facts and figures contained in such exhibit are true and accurate reflections of the facts and figures of all of the respondent's timeworkers' payroll records of whom it purports to refer for the period April 15, 1937, to July 15, 1937.

DONNELLY GARMENT COMPANY,
By R. J. Ingraham,
B. S. Stottle, Its Counsel.

DONNELLY GARMENT WORKERS'
UNION,
By Frank E. Tyler, Its Counsel.

**INTERNATIONAL LADIES'
GARMENT WORKERS' UNION,**
By Clif Langsdale,
Jane Walker Palmer, Its Counsel.

**DANIEL J. LEARY, Attorney
N.L.R.B.**

Received. See Rulings of Trial Examiner, Bds. Exh.
L-SSSS.

J. C. BATTEN,
Trial Examiner.

[fol. 4745]

Pay Roll Record**Donnelly Garment Company—Semi-Monthly Pay Roll****Cutting Department****Period Ending 4/16/37-4/30/37****Employee Name****Gross Earnings**

Ted Scoles		119.17
Perry Kerr	2 wks vac	86.67
Lowell Sachse		54.17
Ben James		39.00
Wm. Frederick	55 hrs. overtime—No Bal	28.88
Wm. Fredereck		45.50
Harold Boyd	2 wks vac	86.67
Odell DeCavelle		75.83
William Neale		86.67
Frank Cooper		92.09
Gerald Cole		39.00
Alvin Riefel		48.75
George Fallis		65.00
Clyde Davidson		43.34
Carl Crawford	advanced rate 86.67	60.00
Carl Crawford	Less advanced 60.00	26.67
Earl Willoughby		86.67
Heber Hayes		86.67
Durward Reece	16 hrs. overtime Bal 40 hrs.	7.20
Durward Reece	2 wks. vac	39.00
Samuel Reese		54.17
John Crist		92.09
Cameron Herold	@ .375 43	16.13
Cameron Herold	@ .375 44½	16.69
Freeland Rife	advanced 1 wk. vac. time off later	40.00
Freeland Rife		86.67
Fred Brown		92.09

1003

[fol. 4746] Raymond Luce

43.34

Otto Dramshek

39.00

Sherman Andrew

@ .375 46½ hrs.

17.44

Sherman Andrew

@ .375 49 hrs

18.38

Kellogg Leach

97.50

James Van Camp

59.58

Elmo Boston

6 days (4/16-4/23)

30.00

Dividing Dept.

Mary Bogert

65.00

Gertrude Gorham

54.17

Thelma Sachen

37.92

Mary Hall

43.34

Jessie Forsen

43.34

Dorothy Curry

2 wks vac

48.75

Rhea Byars

37.92

Doris Emig

37.92

Charlotte Casey

43.34

Macie Westendick

37.92

Irene Wilhite

37.92

Verdoe Rainey

32.50

Ruby Scott

37.92

Dorothy Curry

overtime—no Bal . 39

21.96

Binding Dept.

[fol. 4747] Binding Department

Period Ending 4/16/37-4/30/37

Employee Name

Gross Earnings

Mollie Smith

rate 65.00

26 hrs. @ .75

84.50

rate 70.42

Alphonse Staab

26 hrs. @ .812

91.53

rate 39.00

Robert Kirk

28½ hrs. @ .45

51.83

Instructors & Floorladies

rate 75.83

Marie Patton

26 hrs. @ .875

98.58

rate 48.75

Marie Grampp

26 hrs. @ .563

63.39

rate 75.83

Lena Allison

26 hrs. @ .875

98.58

rate 59.58

Rose Henricks

26 hrs. @ .687

77.44

rate 75.83

Lola Skeens

26 hrs. @ .875

98.58

rate 48.75

Nellie Biggs

26 hrs. @ .563

63.39

rate 75.83

Ada Vining	26 hrs. @ .875	98.58
	rate 54.17	
Anna Barthol	26 hrs. @ .625	70.42
	rate 59.58	
Clara Fennell	26 hrs. @ .687	77.44
	rate 48.75	
Emma Grober	26 hrs. @ .563	63.39
	rate 54.17	
Grace Davis	26 hrs. @ .625	70.42
	rate 65.00	
Grace Gnotta	26 hrs. @ .75	84.50
	rate 48.75	
Mary Snedden	26 hrs. @ .563	63.39
	rate 65.00	
Lillian White	26 hrs. @ .75	84.50
	rate 59.58	
Mary Copowycs [fol. 4748]	18 hrs. @ .687	71.95
	rate 65.00	
Etta Dorsey	26 hrs. @ .75	84.50
	rate 54.17	
Vera Marshall	22 hrs. @ .625	67.92
	rate 65.00	
Rosetta Cook	26 hrs. @ .75	84.50
	rate 54.17	
Jessie Mudd	26 hrs. @ .625	70.42
	rate 65.00	
Pearl Collins	10 hrs. @ .75	72.50
	rate 43.34	
Martha Gorman	10 hrs. @ .50	48.34
	rate 75.83	
Cecile Ealy	10 hrs. @ .875	84.58
	rate 48.75	
Edna Bienert	26 hrs. @ .563	63.39
	rate 54.17	
Bear Atchison	26 hrs. @ .625	70.42
	rate 59.58	
Kathryn Rosen	26 hrs. @ .687	77.44
Clariss Griggs	@ .50 53 hrs.	26.50
Clariss Griggs	@ .50 53 hrs.	26.50
	rate 65.00	
Carrie Abrams	26 hrs. @ .75	84.50
	rate 43.34	
Frances Dumit	18 hrs. @ .50	52.34
	4/24 to —	
	(Pd. 1 wk not here	
	Pd. 1 wk 5/15—making 2	
	wks pd. while off ill)	
Pressing & Folding Dept.		
	rate 75.83	
Lulu Waddell	26 hrs. @ .875	98.58
	rate 59.58	

1005

Zona Cleveland	26 hrs. @ .687	77.44
	rate 43.34	
Elma Jennings	17 hrs. @ .50	51.84
Button & Buttonhole Dept.		
[fol. 4749]	rate 86.67	
Stella Willis	16 hrs. @ 1.00	102.67
	rate 54.17	
Ada Wolfe	26 hrs. @ .625	70.42
Mildred Davis	@ .375 53 hrs.	19.88
Mildred Davis	@ .375 53 hrs.	19.88
Harold Etherington	@ .375 53 hrs.	19.88
Harold Etherington	@ .375 53 hrs.	19.88
Hand Sewing Dept.		
	rate 48.75	
Francis Morrison	26 hrs. @ .563	63.39
W. G. Weaverling		54.17
T. G. Boozell		75.00
Production Control		
Virginia White		54.17
Kathryn Bateman		43.34
Frances Endaley		43.34
Eileen Gay		37.92
Helen Hauser		54.17
Dorothy Martin		43.34
Herbert Mutchler		75.83

[fol. 4751] Designing Dept.

Period Ending 4/16-4/30/37

Employee Name	Gross Earnings
Merl Beitling	54.17
Edythe Hughes	65.00
Margaret Glover	39.00
Georgia Bailey	35.75
Alice Scott	35.75
Lorene McCarroll	70.42
Kathernie Ruppert	43.34
Marjorie Florence	39.00
Diana Rutherford	65.00
Grace McTernan	54.17
Designing (Patterns)	
Virginia Gale	39.00
Elva Hill	43.34
Mable M. Riggs	59.58
Zelma Humphrey	54.17
Anna Kappelman	70.42

Nell Beats	70.42
Elizabeth Goodenow	35.75
[fol. 4752] Nancy Newton	39.00
Corinne Robinson	48.75
Evelyn Cook	37.92
Marie Hiller	48.75
Karlyne Anspach	39.00
Oscar Steinborn	86.67
Dorothea Dankenbring	49.83

Designing (Sewing)

	rate 48.75	
Ceva Vaughn	4/16 9.18	
	4/23 9.94	67.87
Ann Scott		48.75
Pearl Davis		48.75
Mabel Bayless		48.75
	rate 48.75	
Norma Duncan	4/16 9.18	
	4/23 9.94	67.87
	rate 48.75	
Nora Stevenson	4/16 8.41	
	4/23 9.94	67.10
	rate 48.75	
Nell W. Gregg	4/16 8.41	
	4/23 9.94	67.10
Helen Morlan		39.00
	rate 48.75	
Maliisa Harvey	4/16 8.41	
	4/23 9.94	67.10
Nannie Barger		81.25
Freda Smeltzer		48.75
Effie Canfield		48.75
Pearl Doyle		54.17
Rose Todd		65.00
[fol. 4753] Vesta Dixon		35.75
Grace Sampsell		35.75
Mary Hanback		54.17

Remnants Dept.

Mildred Callahan	@ .375 52 hrs	19.50
Mildred Callahan		18.56
Naomi Osipik		35.75
Eulah Carter		43.34

Retail Store

Mary Wiltshire	39.00
Regina Stearman	39.00
Rose Murray	48.75

Ruth Anderson	43.34
Camilla A. Cochran	39.00
Ora Gordon	48.75
Grace Stephens	39.00

[fol. 4754] Receiving Dept. (Notions & Stat.) Period Ending 4/16/37-4/30/37

Employee Name		Gross Earnings
	rate 54.17	
Helen Little	26 hrs. @ .625 rate 39.00	70.42
Vera Webb	26 hrs. @ .45 rate 35.75	50.70
Edwina Jones	26 hrs. @ .413 rate 35.75	46.49
Mildred Combs	26 hrs. @ .413 rate 39.00	46.49
Grayce Cooper	26 hrs. @ .45 rate 35.75	50.70
Blanchè Endres	25 hrs. @ .413	46.08
Grayce Cooper (short 4/9 and 4/16 Chg 811		8.68

Receiving Dept. (Piecc Goods)

Heath Cowan	81.25
Robert Livesay	48.75
James Dunn	48.75
Hinton Noland	43.34

Buying Records

Amy Lou Courtney	48.75
Hilda Richmond	54.17
[fol. 4755] Herb Fountain	2 wks vac. 140.84
Anna Wherry	162.50
Lena Tyhurst	108.34
Katie Schleicher	162.50
Lula Nichols	108.34
Ella Mae Hyde	86.67
C. Marvin Price	140.84
Florence Strickland	162.50
Rose Hughes	86.67
Gertrude Cain	119.17
Nellie Kraft	140.84
Yolanda Haines	140.84
[fol. 4756] Lillian Marra	140.84
Ella Brown	97.50
Martha Gray	86.67
Marjorie Nagle	69.33
Frances M. Berko	86.67
Berrien E. Riley	108.34

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Alice Raynor	65.00
Evelyn Burke	60.67
Rose O'Leary	92.09
Veda Hoyland	81.25
Pauline Hartman	108.34
Ellen Hughes	65.00
[fol. 4757] Mary Stratton	39.00
Margaret Quinn	48.75
Jane Daugherty	43.34
Marjorie Green	48.75
Freda Caudle	35.75
Jane Wilkins	43.34
Harlan R. Justus	70.42
Pearl Henry	48.75
Lena Berry	54.17
David Green	37.92
Accounting Department	
Pauline Shartzler	65.00
Helen Swope	54.17
Cecile Guerrant	39.00
Lucille Briggs	43.34
Mildred Moore	37.92
Mary Risley	35.75

[fol. 4762] Dividing Dept (Contd)

Period Ending 5/1/37 to 5/15/37

Employee Name		Gross Earnings
Irene Wilhite		37.92
Verdoe Rainey		32.50
Ruby Scott		37.92
Verdoe Rainey (Opr. overtime)	32 hrs. @ .375	12.00
Rhea Byars (Opr. overtime)	13 hrs. @ .437	5.68
Doris Emig	13 hrs. @ .437	5.68
Macie Westendick	14 hrs. @ .437	6.12
Irene Wilhite	14 hrs. @ .437	6.12

Binding Dept.

[fol. 4764] Instructors & Floorladies (Contd.)

Period Ending 5/1/37 to 5/15/37

Employee Name		Gross Earnings
Rosetta Cook	Rate 65.00 10 hrs. @ .75 Rate 54.17	72.50

Jessie Mudd	10 hrs. @ .625	60.42
Bertha Siney	2 wks. @ 25.00 (off ill)	50.00
	Rate 65.00	
Pearl Collins	10 hrs. @ .75	72.50
	Rate 43.34	
Martha Gorman—	10 hrs. @ .50	48.34
	Rate 75.83	
Cecile Ealy	10 hrs. @ .875	84.58
	Rate 48.75	
Edna Bienert	10 hrs. @ .563	54.38
	Rate 54.17	
Pearl Atchison	10 hrs. @ .625	60.42
	Rate 59.88	
Kathryn Rosen	10 hrs. @ .687	66.45
Claris Griggs	45 hrs. @ .50	22.50
Claris Griggs	45 hrs. @ .50	22.50
	Rate 65.00	
Carrie Abrams	10 hrs. @ .75	72.50
Francis Dumit	(off ill—Pd. 1 wk. while off in semi-monthly ck of 5/1—mak- ing 2 wks Pd. for time off)	43.34
	Rate 35.75	
Harry Grogan	5 hrs. @ .413—thru 5/7	37.82

Pressing & Folding Dept.

	Rate 75.83	
Lulu Waddell	10 hrs. @ .875	84.58
	Rate 59.58	
Zona Cleyeland	10 hrs. @ .687	66.45
	Rate 43.34	
Elma Jennings	10 hrs. @ .50	48.34
Neil Beatz	8 hrs. @ .812—St. Joe. Instr.	6.50
Corinne Robinson	8 hrs. @ .563 " " "	4.50
Nannie Barger	8 hrs. @ .937 " " "	7.50

Button & Buttonhole Dept.

	Rate 86.67	
Stella Willis	— @ 1.00	86.67
	Rate 54.17	
Ada Wolfe	10 hrs. @ .625	60.42
[fol. 4765]	1 wk.	
Mildred Davis	53 hrs. @ .375	19.88
Mildred Davis	45 hrs. @ .375	16.88
Harold Etherington	45 hrs. @ .375	16.88
Harold Etherington	45 hrs. @ .375	16.88

Hand Sewing Dept.

	Rate 48.75	
Francis Morrison	18 hrs. @ .563	58.88

W. G. Weaverling	54.17
T. G. Boozell	75.00

Rose Todd	$\frac{1}{2}$ or Semi-monthly rate (65.00) (See Payroll of 5/31/37—issued ck. of 32.50 to make up regular rate of 65.00)	32.50
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Production Control

Virginia White	54.17
Kathryn Bateman	43.34
Frances Endsley	43.34
Eileen Gay	37.92
Helen Hauser	54.17
Herbert Mutchler	75.83

Frances Endsley	opr. overtime 40½ hrs. @ .50	20.25
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Eileen Gay	opr. overtime 26 hrs. @ .437	11.36
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Kathryn Bateman	opr. overtime 37 hrs. @ .50	18.50
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Virginia White	opr. overtime 40½ hrs. @ .625	25.31
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Margaret Peterson	2 days @ 27.50	11.00
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Personnel (Employment)		
Kathleen Densel		43.34

[fol. 4766] Personnel (Hospital)

Period Ending 5/1/37 to 5/15/37

Employee Name	Gross Earnings
Alice Blodgett	75.83

Maintenance (Mechanics)

Walter Higgins—Opr. overtime 63 hrs. @ 1.00	63.00
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Lyle Jeter	92.09
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Roy Beller	86.67
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Fred Ellis	86.67
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Walter Higgins	86.67
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Earl DeGraffenreid—Opr. Overtime 71 hrs. @ 1.06	75.26
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Earl DeGraffenreid	92.09
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J. H. White	48.75
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Kenneth Peck	92.09
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Patrick Haniford	
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H. F. Atherton	65.00
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Fred Ellis — Opr. Overtime 81¼ hrs. @ 1.00	81.25
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Ray Beller " " 33¼ hrs. @ 1.00	33.25
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Lyle Jeter " " 105 hrs. @ 1.06	111.30
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Raymond Smith " " 49¼ hrs. @ .75	36.94
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Hobart Atherton " 51¼ hrs. @ .75	38.44
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See Weekly P. R.

Maintenance (Clerical)

Jack McConaughey	50¼ hrs. @ .687	34.52
Jack McConaughey		59.58
Kenneth Peck—Opr. Overtime	50¼ hrs. @ 1.00	53.27
J. H. White	91½ hrs. @ .563	51.51
George Blair (Trip to St. Joe—night 4/16)		2.75

Accounting Dept.

[fol. 4767] Herb Fountain		140.84
Anna Wherry		102.50
Lena Tyhurst		108.34
Lula Nichols		108.34
Ella Mae Hyde		86.67
C. Marvin Price		140.84
Lillian Marrs (Pd. for 3rd wk. Vac.)		65.00
[fol. 4768] Helen Swope		54.17
Lucille Briggs		43.34
Bernadine Schooley		48.75
Cecile Guerrant		39.00
Mildred Moore		37.92
Mary Risley		35.75
Deloris Robertson		39.00
Robert Livesay overtime (No. Bal.) 39 hrs.		21.96
Heath Corvan—Opt. overtime	26 hrs.	24.36
James Dunn	25 Hrs. @ .563	14.08
Robert Livesay	37 Hrs. @ .563	20.83
James Van Camp	14 Hrs. @ .687	9.62
Naomi Osipils	27 Hrs. @ .413	11.15
Eulah Carter	38 Hrs. @ .50	19.00
Ruby Scott	5 Hrs. @ .437	2.19
Mildred Callahan	45 Hrs. @ .375	16.88
Rose Hughes—Ck of 5/15 & 6/1		

Leaving 5/7/37

173.34

[fol. 4772] Instructors & Floor Workers Period Ending 5/16/37 to 5/31/37

Employee Name		Gross Earnings
Rosetta Cook	rate 65.00—14 hrs. @ .75	75.50
Jessie Mudd	rate 54.17—12 hrs. @ .625	61.67
Pearl Collins	rate 65.00—12 hrs. @ .75	74.00
Edna Bienert	rate 48.75—12 hrs. @ .563	55.51
Pearl Atchison	rate 54.17—18 hrs. @ .625	65.42
	rate 65.00—18 hrs. @ .75	
Kathryn Rosen	2.50 Inc. to 30.00	78.50
	rate 48.75—10 hrs. @ .563	
Martha Gorman	2.50 Inc. to 22.50	54.38
Carrie Abrams	rate 65.00—18 hrs. @ .75	78.50
	rate 48.75—13 hrs. @ .563	
Frances Dumit	2.50 Inc. to 22.50	56.07

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Pressing & Folding Department

Lulu Waddell	rate 75.83—18 hrs. @ .875	91.58
Zona Cleveland	rate 59.58—18 hrs. @ .687	71.95
	11 hrs. overtime @ .563	
Elma Jennings	2.50 Inc. to 22.50 as of 5/16	54.94
Harry Grogan	rate 35.75	35.75

Button & Buttonhole Department

Harold Etherington	@ .375—53 hrs.	19.88
Harold Etherington	@ .375—45 hrs.	16.88
Siella Willis	rate 86.67—8 hrs. @ 1.00	94.67
Ada Wolfe	rate 54.17—18 hrs. @ .625	65.42

[fol. 4773] Button & Buttonhole Department

Period Ending 5/16/37-5/31/37

Employee Name		Gross Earnings
Mildred Davis	rate 15.00	18.87
Mildred Davis	@ .375 52 hrs.	19.50

Hand Sewing Department

	rate 54.17 18 hrs. @ .625	
Francis Morrison	2.50 Inc. to 25.00	65.42
W. G. Weaverling		54.17
T. G. Bozell		75.00
Rose Todd		65.00
Rose Todd	5/1/37 to 5/15/37—65.00 Pd. —32.50	32.50

Production Control

Virginia White		54.17
Kathryn Bateman		43.34
Frances Endsley		43.34
Eileen Gay	(2 wks. vac. 5/24)	37.92
Helen Hauser		54.17
Margaret Heimovics		
Herbert Mutchler		75.83
Cecile Ealy		75.83
Eileen Gay	(overtime @ .437)	10.05

[fol. 4774] Personnel (Employment)

Period Ending 5/16/37-5/31/37

Employee Name	Gross Earnings
Katholeen Denzel	43.34

Personnel (Hospital)

Alice Blodgett		75.83
Lillian Hedquist	Began 5/17/37—rate 40.00 wk.	86.67

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Maintenance (Mechanics)

Lyle Jeter	1	92.09
Roy Beller		86.67
Fred Ellis		86.67
Walter Higgins		86.67
Earl DeGraffenreid		92.09
J. H. White		48.75
Kenneth Peck		92.09
Patrick Haniford		
H. F. Atherton	5.00 Inc. to 35.00	75.83
Pat Haniford		
Earl DeGraffenreid	(advanced)	70.00

Maintenance (Clerical)

Jack McConaughy	59.58
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[fol. 4775] Maintenance (Clerical)

Period Ending 5/16/37-5/31/37

Employee Name	Gross Earnings
Herb Fountain	140.84
Anna Wherry	162.50
Lena Tyhurst	108.34
Lula Nichols	108.34
Ella Mae Hyde	86.67
C. Marvin Price	140.84

[fol. 4783] Button & Buttonhole Dept. (Cont'd.)

Period Ending 6/1/37-6/15/37

Employee Name	Gross Earnings
W. G. Weaverling (2 wks vac. time off later)	50.00
W. G. Weaverling	54.17
T. G. Boozell	75.00
Rose Todd	65.00
Wood Reynolds (Wk. 5/28 rate 16.50 plus 12 hrs.)	21.45
Production Control	
Frances Endsley (Overtime) @ .50 40 hrs.	20.00
Vivian Saderburg 5 days @ 18.00	18.00
Virginia White	54.17
Kathryn Bateman	43.34
Frances Endsley (2 wks vac)	43.34
Eileen Gay (2.50 Increase to 20.00 as of 6/1)	5.42
Eileen Gay (new rate 43.34)	37.92
Helen Hauser (5.00 Increase to 30.00)	65.00
Herbert Mutchler	75.83
Cecile Ealy	75.83

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Elizabeth Belter	(See Dept. 962 Sales Co. P. R.)	
Dorothy Heinlein	" "	
Vivian Saderburg	4½ days @ 3.60	16.20
Virginia White (May Overtime)	@ .625 28 hrs.	17.50
Francis Endsley (May Overtime)	@ .50 20 hrs.	10.00
Katherine Bateman (May Overtime)	@ .50 20 hrs.	10.00
Vivian Saderburg	5 days @ 3.60	18.00

Personnel (Employment)

Kathleen Denzel	(2.50 Increase to 22.50)	48.75
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Personnel (Hospital)

[fol. 4784] Alice Blodgett	75.83
Lillian Hedquist	86.67

Maintenance (Mechanics)

Raymond Smith		65.00
Walter Higgins (Additional Overtime)	@ 1.06 8 hrs.	8.50
Lyle Jeter		92.09
Roy Beller		86.67
Fred Ellis (2 wks vac.)		86.67
Walter Higgins (2.50 Inc. to 42.50—2 wks vac.)		92.09
Earl DeGraffenreid		92.09
J. H. White (2.50 Increase to 25.00)		54.17
Kenneth Peck		92.09
H. F. Atherton		75.83
Lyle Jeter (May Overtime)	@ 1.06 84½ hrs.	89.57
Roy Beller (May Overtime)	@ 1.00 26 hrs.	26.00
Fred Ellis (May Overtime)	@ 1.00 44½ hrs.	44.50
Walter Higgins (May Overtime)	@ 1.00 22 3/4 hrs.	22.75
Earl De Graffenreid (May Overtime)	@ 1.06 23¼ hrs.	24.65

Maintenance (Clerical)

Jack McConaughy (2.50 Inc. to 30.00)		65.00
J. H. White (May Overtime)	@ .563 58 hrs.	32.65
Jack McConaughy (May Overtime)	@ .687 27 3/4 hrs.	19.06
Kenneth Peck (May Overtime)	@ 1.06 28 hrs.	29.68
Raymond Smith (May Overtime)	@ .75 44½ hrs.	33.38
Hobart Atherton (May Overtime)	@ .875 30 3/4 hrs.	26.91

Accounting Department

Helen Swope		54.17
Lucille Briggs		43.34
[fol. 4785] Herb Fountain		140.84
Anna Wherry (5.00 Increase to 80.00 as of 6/1/37)		10.84
Anna Wherry (3 wks vac.—5/28)		162.50
Lena Tyhurst (2.50 Increase to 52.50)		113.75

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Lula Nichols	(5.00 Increase to 55.00)	119.17
Ella Mae Hyde	(5.00 Increase to 45.00)	97.50
C. Marvin Price	(5.00 Increase to 70.00)	151.67
[fol. 4786] Bernadine Schooley		48.75
Cecile Guerrant	(2.00 Increase to 20.00)	43.34
Mildred Moore	(2.50 Increase to 20.00)	43.34
Deloris Robertson		39.00
Ed Corbin	(rate 150.00 month 6/1 to 6/15)	75.00
Harry S. Buckner	(6/1 to 6/15)	75.00
Robert Eckert	(6/1 to 6/15)	75.00

[fol. 4791] Button & Buttonhole Dept. (Cont'd)

Period Ending 6/16/37-6/30/37

Employee Name		Gross Earnings
W. G. Weaverling		54.17
T. G. Boozell		75.00
Rose Todd		65.00
Production Control		
Virginia White		54.17
Kathryn Bateman	40 hrs. overtime—No Bal.	20.00
Kathryn Bateman	(2 wks vac.)	43.34
Frances Endsley		43.34
Eileen Gay		43.34
Helen Hauser		65.00
Herbert Mutchler		75.83
Cecile Ealy		75.83
Elizabeth Belter		—
Dorothy Heinlein		43.34
Personnel (Employment)		
Katholeen Denzel		48.75
Personnel (Hospital)		

[fol. 4793] Accounting Department (Cont'd) Period Ending 6/16/37-6/30/37

Employee Name		Gross Earnings
Herb Fountain		140.84
Anna Wherry		173.34
Lena Tyhurst		113.75
Lula Nichols		119.17
Ella Mae Hyde		97.50
C. Marvin Price	3 wks. vac.	151.67
[fol. 4794] Lucille Briggs		43.34
Bernadine Schooley		48.75
Cecile Guerrant	2 wks. vac.	43.34
Mildred Moore		43.34

Deloris Robertson		39.00
Harry S. Bucher		75.00
Robert Eckert		75.00
Ed Corbin	1 day @ 6.00	6.00
Ed Corbin		75.00
Overtime thru 6/1 to 6/11		
Marie Patton	@ .937 10 hrs.	9.37
Marie Grampp	@ .625 9 hrs.	5.63
Lena Allison	@ .875 14 hrs.	12.25
Rose Henricks	@ .687 14 hrs.	9.62
Lola Skeens	@ .937 14 hrs.	13.12
Nellie Biggs	@ .625 14 hrs.	8.75
Ada Vining	@ .875 14 hrs.	12.25
Anna Barthol	@ .625 11 hrs.	6.88
Clara Finnell	@ .75 8 hrs.	6.00
Emma Grober	@ .563 8 hrs.	4.50
Grace Davis	@ .625 10 hrs.	6.25
Grace Gnotta	@ .75 9 hrs.	6.75
Mary Snedden	@ .563 9 hrs.	5.07
Lillian White	@ .75 9 hrs.	6.75
Mary Copowycs	@ .687 9 hrs.	6.18
Etta Dorsey	@ .75 10 hrs.	7.50
Vera Marshall	@ .625 7 hrs.	4.38
Rosetta Cook	@ .75 9 hrs.	6.76
Jessie Mudd	@ .625 9 hrs.	5.63
Pearl Collins	@ .75 10 hrs.	7.50

[fol. 4798]

Pay Roll Record

Donnelly Garment Company—Semi-Monthly Pay Roll

Dividing Department

Period Ending 7/1/37-7/15/37.

Employee Name	Gross Earnings
Gertrude Gorham	54.17
Thelma Sachen	43.34
Mary Hall	48.75
Jessie Forsen	48.75
Dorothy Easter	48.75
Rhea Byars	43.34
Doris Emig	48.75
Charlotte Casey	48.75
Macie Westendick	43.34
Irene Wilhite	43.34
Verdoe Rainey	35.75

Remnants Department

Mildred Callahan	18.00
Mildred Callahan	18.00
Naomi Osipik	39.00

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Eulah Carter		48.75
Ruby Scott		43.34
Hattie Corder	On P. W.	—
Mildred Callahan		18.00

[fol. 4800] Remnants Department (Cont'd) Period Ending 7/1/37-7/15/37

Employee Name	Gross Earnings
Mollie Smith	65.00

Instructors And Work Distributors

Mary Bogert		65.00
Marie Patton	@ .937 4 hrs.	3.75
Marie Patton		81.25
Marie Grampp		54.17
Lena Allison		75.83
Rose Henrieks		59.58
Lola Skeens		81.25
Nellie Biggs		54.17
Ada Vining		75.83
Anna Barthol		54.17
Clara Finnell		65.00
Emma Grober	2 wks vac.	48.75
Grace Davis		54.17
Lena Ollison	(overtime wk 6/18) 8 hrs	7.00
Rose Henrieks	" " 10 hrs	6.87
Grace Gnotta		65.00
Mary Snedden	2½ days 6/21 6/22	11.25
Mary Snedden		48.75
Lillian White		65.00
Mary Copowyes		59.58
Etta Dorsey		65.00

[fol. 4803] Maintenance (Mechanics) Period Ending 7/1/37-7/15/37

Employee Name	Gross Earnings	
Lyle Jeter	92.09	
Roy Beller	86.67	
Fred Ellis	86.67	
Walter Higgins	92.09	
Earl DeGraffenreid	92.09	
J. H. White	54.17	
Kenneth Peck	92.09	
H. F. Atherton	2 wks. vac.	75.83
Raymond T. Smith		65.00

Mechanics Delpers

Morton Griggs	—
Alfred Charde	—

1010h

Maintenance (Clerical)

Jack McConaughey		65.00
Roy Beller (June overtime)	@ 1.00 7 1/4 hrs.	7.25
Lyle Jeter " "	@ 1.00 38 1/2 hrs.	40.81
Fred Ellis " "	@ 1.00 19 3/4 hrs.	19.75
Walter Higgins " "	@ 1.00 14 1/2 hrs.	15.37
Earl DeGraffenreid " "	@ 1.00 15 1/4 hrs.	16.17
J. H. White (June " "	@ .625 53 3/4 hrs.	33.50
Jack McConaughey " "	@ .75 18 1/2 hrs.	13.88
Raymond Smith " "	@ .75 28 1/2 hrs.	21.38
Hobart Atherton " "	@ .875 32 1/4 hrs.	28.22
[fol. 4804] W. G. Weaverling		54.17
T. G. Boosell		75.00
George Blair		50.58
George Blair	@ .687 10 hrs.	6.87

Receiving Department (Piece Goods)

James Dunn		48.75
Hinton Noland		43.34
James Van Camp		50.58
Wood Reynolds	2 wks. Vac.	39.00
Phenias Peterson		70.42
Harry S. Bucher		75.00
Robert Eckert		112.50
Ed Corbin		75.00

[fol. 4805] Receiving Department (Piece Goods) (Cont'd)

Period Ending 7/1/37-7/15/37

Employee Name	Gross Earnings
Rose Todd	65.00

Production Control

Virginia White	Sat. 7/10 8 hrs.	5.00
Virginia White	2 wks. vac.	50.00
Virginia White	40 hrs. overtime (7/1 to 7/9 7 days @ 25.00)	60.00
Kathryn Bateman		43.34
Frances Endsley		43.34
Eileen Gay		43.34
Helen Hauser		65.00
Herbert Mutchler		75.83
Cecile Ealy	1 wk. vac.	75.83
Dorothy Heinlein		43.34
Herbert Mutchler	advance 2 wks. vac.	70.00

Personnel (Employment)

Kathleen Denzel

48.75

Personnel (Hospital)

Alice Blogett

75.83

Lillian Hedquist

86.67

Designing Department

.

(fol. 4806) Receiving Dept. (Notions & Stat.) (Cont'd)

Period Ending 7/1/37-7/15/37

Employee Name

Gross Earnings

Helen Little

65.00

Heath Cowan

81.25

Buying Records

Amy Lou Courtney

48.75

Hilda Richmond

54.17

Margaret Quinn

48.75

Jane Daugherty

2 wks. vac.

43.34

Elizabeth Belter

39.00

Marjorie Green

48.75

Freda Caudle

39.00

Robert Livesay

48.75

Harley M. Ferguson

43.34

Harlan R. Justus

70.42

Pearl Henry

48.75

Lena Berry

54.17

(fol. 4809) Herb Fountain

140.84

Anna Wherry

173.34

Lena Tyhurst

113.75

Katie Schleicher

173.34

Lula Nichols

119.17

Ella Mae Hyde

97.50

C. Marvin Price

151.67

Florence Strickland

113.34

Gertrude Cain

119.17

Nellie Kraft

140.84

Yolanda Haines

140.84

Lillian Marre

140.84

(fol. 4810) Ella Brown

97.50

Martha Gray

86.67

1010j.

Frances M. Berko		86.67
Berrien E. Riley		108.34
Alice Raynor		65.00
Evelyn Burke	Vac. ck. of 7/15 issued on Sales Co. Ck.	—
Virginia La Manna		47.70
Rose O'Leary		97.50
Veda Hoyland		81.25
Veda Hoyland	advanced	35.00
Ellen Hughes	2 wks. vac.	65.00
Pauline Hartman		108.34

Increase 6/1/1937 Sub No. 11 Miss Parker Hartman. P.E.T-31-A June 1, 1937.

Dist	Name	Class of Work	Rate	Inc	New Rate
11	Hayer, Helen	Cutter	40.00	2.50	42.50 ✓
11	Kerr, Perry	✓	40.00	2.50	42.50 ✓
11	Welloughby, East	✓	40.00	2.50	42.50 ✓
11	Neale, William	✓	40.00	2.50	42.50 ✓
11	Rees, Samuel	Spreader	27.50	3.50	33.00 ✓
11	Falls, George	✓	32.50	2.50	35.00 ✓
11	Davidson, Clyde	Helper	22.50	2.50	25.00 ✓
11	Friedrich, William	✓	22.50	2.50	25.00 ✓
21	Rainey, Verdoe	Remnants	15.00	1.50	16.50 ✓
21	Scott, Ruby	✓	17.50	2.50	20.00 ✓
21	Emig, Doris	Divider	20.00	2.50	22.50 ✓
31	Kirk, Robert	Helper	20.00	2.50	22.50 ✓
91	Powell, H. B.	Steno-Long	32.50	2.50	35.00 ✓
93	Strickland, Florence	Patterns	75.00	5.00	80.00 ✓
93	Beitling, Pearl	Design	25.00	5.00	30.00 ✓
93	Blount, Margaret	✓ ✓ Clerical	18.00	2.00	20.00 ✓
93	Wargone, Florence	✓ ✓ Patterns	18.00	2.00	20.00 ✓
94	Carter, Enlah	Recuts	20.00	2.50	22.50 ✓
94	Callahan, Mildred	✓ Remnants	15.00	3.00	18.00 ✓
99	Beach, Nancy	Maid	20.00	2.50	22.50 ✓
99	Williams, Noid	✓	17.50	2.50	18.00 ✓
99	Baker, Berdis	✓	17.50	2.50	18.00 ✓
99	Roberts, Dorothy	✓	17.50	2.50	18.00 ✓
99	Buchanan, George	✓	15.00	1.50	16.50 ✓
99	Wadell, Luveneg	✓	15.00	3.00	18.00 ✓
99	Kemp, Gilbert	✓	16.00	2.00	18.00 ✓
99	Hooker, John	✓	16.50	1.50	18.00 ✓
99	Scott, A. J.	✓ ✓ Head/Helper	20.00	5.00	25.00 ✓
900	Wherry, Anna	Factory Wage	75.00	5.00	80.00 ✓
901	Zyhuset, Lena	✓	50.00	2.50	52.50 ✓
902	Spay, Eileen	✓ ✓ Fast Clerical	17.50	2.50	20.00 ✓
902	Schlegel, Kate	✓	75.00	5.00	80.00 ✓
902	Nichols, Linda	✓	50.00	5.00	55.00 ✓
903	Hude, Ella Mae	✓	40.00	5.00	45.00 ✓
903	Bengel, Kathleen	✓ ✓ Employment Office	20.00	2.50	22.50 ✓
906	White, J. H.	✓ ✓ Mach. Helper	22.50	2.50	25.00 ✓
906	Driggs, Morton	✓	22.50	2.50	25.00 ✓
906	Paul, C. Mamm	✓ ✓ Lead Mach.	65.00	5.00	70.00 ✓
906	McConaughy, Jack	✓ ✓ Mach. Helper	27.50	2.50	30.00 ✓
906	Hessons, Walter	✓ ✓ H. Mach.	40.00	2.50	42.50 ✓

Date 7/5/39 (Board's Exhibit 31.)
Witness Ba

900	Mr. C. Mann	✓	Lead Mess.	65.00	3.00	30.00
906	Mr. Conaughan, Jack	✓	Head Helper	27.50	2.50	42.00
906	Higgins, Walter	✓	H. Mess	40.00	2.50	42.50
911	Root, Ortnes	✓	Single Bxt Hd	40.00	2.50	42.50
922	Mr. Mullin, Lavangh	✓	Stock Clerk	16.50	1.50	18.00
922	Ward, Leslie	✓	Ship Clerk	25.00	5.00	30.00
922	Williams, Gus	✓	✓	25.00	5.00	30.00
922	Price, Anna	✓	✓	47.50	5.00	52.50
922	Brandt, Mary	✓	✓ Hd	20.00	2.50	22.50
922	Crawford, Lyle	✓	✓	17.00	3.00	20.00
922	Hamel, Katherine	✓	✓	30.00	2.50	32.50
922	Robert, Barbara	✓	Stock ✓	22.50	2.50	25.00

31.)
ss Baty.

Income 4/1/1937 - Shd. 2. Miscellaneous Hartman 6/1/1937 31-13

Dist.	Name	Class of Work	Rate	Incr.	New Rate
932	Burger, Thomas v	Inch. - Langhans	97.50	2.50	100.00
932	Risby, Mary v	Secur.	15.00	3.00	18.00
942	Cooker, Elmer v	Noted Ch.	18.00	2.00	20.00
942	Enders, Shirley v	✓ ✓	16.50	1.50	18.00
942	Jones, Edwin v	✓ ✓	16.50	1.50	18.00
942	Watt, Vera v	✓ ✓	18.00	2.00	20.00
942	Little, Helen v	✓ ✓	25.00	5.00	30.00
961	James, Helen A. v	Choral	32.50	2.50	35.00
961	O'Brien, Mrs. P. B. v	Activity Dept.	50.00	2.50	52.50
962	O'Leary, Rose v	Walt. Pardon	42.50	2.50	45.00
963	Summit, Betty v	Classical	22.50	2.50	25.00
963	McLinn, Ethel v	✓ ✓	20.00	2.50	22.50
963	Lamping, Lauretta v	✓ ✓	17.50	2.50	20.00
966	Hallauer, Joe v	✓ ✓	20.00	2.50	22.50
966	Proger, Harry v	✓ ✓	16.50	1.50	18.00
968	Grant, Dorothy v	✓ ✓	18.00	2.00	20.00
968	Hartzer, Pauline v	✓ ✓	30.00	5.00	35.00
968	Grant, Cecile v	✓ ✓	18.00	4.50	22.50
41	Atton, Marie v	Inch.	35.00	2.50	37.50
41	Shane, Lola v	✓	35.00	2.50	37.50
1943	Angus, W. W. v	Rec. Dept.	16.50	1.50	18.00

(Board's Exhibit 31.)
Date 7/5/39 -- Witness Baty.

1013

965	Hasckell, Joseph	Clerical	16.50	1.50	18.00
1902	Hansen, Helen	Clerical	25.00	5.00	30.00
✓ 1962	Candlish, Freda	✓	16.50	1.50	18.00
✓ 1931	Hill, Elsie	✓	20.00	2.50	22.50
✓ 1931	Humphrey, Zelma	✓	25.00	5.00	30.00
✓ 1931	Newton, Nancy	✓	18.00	4.00	22.00
✓ 1931	Goodman, Elizabeth	✓	16.50	1.50	18.00
✓ 1931	Cook, Evelyn	✓	17.50	2.50	20.00
✓ 1922	Davis, Mary	Stock Clk	18.00	1.50	19.50
✓ 1922	Rehmer, Emma	✓	16.50	1.50	18.00
✓ 1902	Cayon, Elsie	Clerical	15.00	1.50	16.50
✓ 1900	Whelan, Earl	✓	15.00	1.50	16.50
✓ 1900	McDonald, Evelyn	✓	15.00	1.50	16.50
✓ 1900	Hamilton, Clara	✓	15.00	1.50	16.50
✓ 194	Orpik, Marie	Agent	16.50	1.50	18.00
✓ 193-94	Person, Veta	Clerical	16.50	1.50	18.00
✓ 194	Sampson, Grace	✓	16.50	1.50	18.00
✓ 193	Scott, Alice	✓	16.50	1.50	18.00
✓ 193	Bailey, Virginia	✓	15.00	8.00	23.00
✓ 71	Davis, Mildred	✓			

4858

NATIONAL LABOR RELATIONS BOARD
XVIIIC
U. 371
BOARD OF
PEOPLE'S
RESPONDENT
INTERVIEW
EXHIBIT NO. 31-B
THE MATTER OF
7-5-39 WITNESS Baty
DANIEL W. ROSS, OFFICIAL SECRETARY
BY: [Signature]

DURNAL-POST.

DONNELLY WORKER WILL BE SENT TO UNION CONVENTION

Garment Organization Seeking Support for Strike at Plant.

Sylvia Hull, an employee of the Donnelly Garment company, has been named a delegate from Kansas City to the International Ladies' Garment Workers' union biennial convention May 3 at Atlantic City. Meyer Perlstein, regional director, announced Thursday.

The Donnelly worker, according to Perlstein, was one of a committee from that garment company who appeared Wednesday night before a joint group representing various Kansas City locals and requested representation at the national convention.

Perlstein said the Donnelly committee desired one of their number to appear at the convention and ask the international body to endorse and support a strike against their employer for failure to negotiate a contract for higher wages, shorter hours and improved conditions. The Kansas City joint committee, Perlstein asserted, agreed to pay all expenses of the Donnelly delegate.

Other delegates from Kansas City are

Candace Robinson and Grace Ruffard, members of local No. 529 and employees of the White & Hall company; Lillian Smith, local No. 511, employee of the Loring Co. Inc.; Edna Cook, local No. 114, employee of the Polk-Graham Garment company; Arlene Geller, local No. 115, employee of the Gordon Brothers Manufacturing company; Guy Thompson and Annie Vaughan, local No. 508, employees of the Herr-Stegman-Prins company; and Miss Wava Tolan, business representative of the Kansas City locals.

Perlstein said the executive committee of the various local unions in Kansas City would meet Thursday afternoon to consider a resolution calling on the national organization to appropriate funds to carry on a strike at the Donnelly plant.

The delegates from this section will meet April 30 in St. Louis to go to Atlantic City by special train. Perlstein will be a delegate from St. Louis. The convention will last two weeks.

NATIONAL LABOR RELATIONS BOARD

EXHIBIT NO. 1
195 NO. 271

STATEMENT OF Donnelly Garment Co.

WITNESSES

DANIEL W. BOGGS, General Director

BY J. J. [Signature]

Respondent's Exhibit 1.

4859

Res Ex-1

APPLICATION FOR EMPLOYMENT

DONNELLY GARMENT COMPANY

Education _____

Experience _____

Knowledge _____

Health _____

Name Mae C. Hyalus Date May 9, 1932
 Address 3841 Fisher St. N.C.A. Telephone Number Lo 2070 Leland
 Age 30 Date of Birth July Work Preferred Binding
 Are you Single? yes Married? _____ Widowed? _____ Divorced? _____
 How far did you go in—Grade School? Seventh St. High School? No
 Business School? Junior College College or University? _____
 Have you ever been employed by the Donnelly Garment Company? No When? _____
 Under whom? _____ Why did you leave? _____

Have you relatives in our employ? No Their names _____

Whom should we notify in case of emergency?

Name Miss H. L. Smith Mother
 Address 3841 Fisher St. N.C.A. Rosedale St.
 Telephone _____

PREVIOUS EMPLOYERS	PERIOD OF EMPLOYMENT		POSITION	Rate of Earnings
	From	To		
Name <u>Hollywood Trade Co.</u>	<u>2 yr.</u>	<u>Binding Piping</u>		
Address <u>880 Los Angeles Calif</u>	<u>Sample</u>	<u>Made</u>		
Reason for leaving <u>Father sick in the house</u>				
Name <u>Liberty Gar. Co.</u>				
Address <u>2109 S. Broadway address then</u>				
Reason for leaving <u>Went to L.A. with my sister</u>				
Name <u>Sanitary Bedding Co.</u>				
Address <u>12th Street Bldg. Office</u>				
Reason for leaving <u>Left to go to work at Liberty Gar Co.</u>				

(Respondent's

PERSONAL REFERENCES

Name Irene Mally Name Miss John Stater
 Address 627 Forest Address 39th Booth
 Telephone K. C. Mo. Telephone 20 20 70
 Signature of Applicant Mae E. Hooley

NATIONAL LABOR RELATIONS BOARD

Res. Ex. 3
 CASE NO. 371 ^{EX-11-C} BOARD
 IN THE MATTER OF Dorothy G. C. EXHIBIT NO. 3
 DATE 6-27-39 WITNESS John
 DANIEL W. ROSS, OFFICIAL REPORTER
 BY C. R. H.

4861

is Exhibit 3.)

1016A

1017

Respondent's Exhibit 4.
Date 6/23/39 -- Witness Fike.

4862



REOPEN A GARMENT FEUD

UNION PLANS TO SEEK DONNELLY COMPANY RECOGNITION.

Regional Director Says the International Headquarters Will Give Financial Backing to Campaign.

The feud between David Dubinsky, president of the International Ladies Garment Workers' Union, and James A. Reed, former United States senator, was reopened yesterday with the announcement that the union plans a campaign to organize workers in the Donnelly Garment Company, founded and owned by Mrs. Reed.

Meyer Perlshtein, of St. Louis, regional director of the union, said that the international headquarters had appropriated a large sum to be spent in the drive seeking recognition of the I. L. O. W. U. as the collective bargaining agent in the Donnelly Garment Company.

Dubinsky, who exchanged words with Mr. Reed several times in the presidential campaign last fall, will arrive next week to attend a dinner next Friday night at the Hotel Muehlebach of union officials and officers of the Liberty Procks, Inc., and the Stern-Slegman-Prins Company, which recently signed union agreements here.

A LETTER TO COMPANY.

"We are going to send a letter to the Donnelly Garment Company within the week suggesting a conference to establish collective bargaining on the questions of wages and working hours," Mr. Perlshtein said. "If the firm refuses, we'll go to the consuming public of the country and advise buyers of the wages and hours prevailing there now."

The regional union director, who will remain in Kansas City to supervise the organization campaign, said the minimum wage in this section for women making silk dresses is \$22.00, working a 5-day week. He said the Donnelly Garment Company employees receive a minimum of \$15 weekly, and that they are working forty-five hours weekly now.

Mr. Perlshtein announced that Miss Jane Walker Palmer, 4000 Bellefont-

aine avenue, a graduate of the Kansas City School of Law in 1932, started work yesterday organizing an educational campaign for members of the union.

After-work classes in music, art, economics, public speaking, trade unionism, parliamentary law, and dramatics will be offered the members. The board of education will be asked to furnish teachers, Mr. Perlshtein said.

THE CAMPAIGN LIVES.

Part of the union's campaign directed against the Donnelly Garment Company will be to send six women to cities and towns where its garments are sold "advising retailers and labor organizations," Mr. Perlshtein said. Miss Palmer will have charge of this squad of field workers.

The union claims only twenty-five members among the Donnelly workers, but officials said "hundreds of others are related to union members."

"Within a year we'll have it completely organized," Mr. Perlshtein said. "As soon as we have enough members, we'll call a strike. This will be in addition to carrying our side to the consumers."

Last November, Dubinsky announced a nation-wide drive to organize 99,500 clothing workers, and announced that an office would be set up in Kansas City because the union "wants to give Jim Reed a break."

Approximately 1,200 persons are employed by the Donnelly Garment Company. In a statement made last fall Mr. and Mrs. Reed said the minimum wage paid was \$15 a week, that many employees made from \$20 to \$25 a week, and that some workers received as high as \$40 weekly.

They said that under the NRA code Gen. Hugh Johnson investigated the company's books, pay rolls and working conditions, and decided its wages were higher than those they would have received under the different schedules of the NRA code. General Johnson even authorized a reduction of wages, which was never put into effect, their statement said.

NATIONAL LABOR RELATIONS BOARD

DO NOT WRITE IN THESE SPACES
EXHIBIT NO. 6
DATE 7-5-37
WITNESS
DANIEL W. ROSS
OFFICIAL REPORTER

ment along the lines of economic improvement and control of work conditions for the whole of our international Union. It has been the forerunner of every great reform in the women's garment trades—from the day it first introduced genuine collective bargaining and responsibility for work conditions in the shops to the recent period when it first legislated into the life of this industry jobber control, contractor limitation and took the lead in national standardization of employment terms through the formation of the voluntary recovery board and through the promotion of its label on coats and suits which is operative in every market in the country.

Demands Justified

"Your Committee subscribes to

upon the cloak trade solely for their livelihood, and it will contribute to the lengthening of the work seasons and thereby add a little greater economic security to the lives of the cloakmakers. The argument that the cloak industry cannot stand a 28-hour week, we are convinced, holds no water. They used to say it when the 28-hour week was about to be introduced. Nevertheless, the cloak manufacturers and jobbers are making today greater profits than they ever made.

"Your Committee calls upon this Convention to rally behind these cardinal demands of the New York Cloakmakers' Union, the entire material and moral force of our great international body. We do not have to instruct our general officers to assist the Cloakmakers' Joint Board in the negotiations

with the cloak manufacturers' associations. This year we are already doing with President Dubinsky at the head. But while the conferences for the renewal of the agreements are proceeding thus far uninterruptedly, a break or crisis in these negotiations may come at any hour and the Union may be put to the great task of enforcing its demands through a general strike.

Entire Resources

"It is for the event of such an emergency that your Committee is calling upon this Convention to line up like a solid wall behind the 25,000 cloakmakers in the metropolitan district of New York and help them to victory. No effort should be too great, no sacrifice too hard for us to protect the living and working conditions of this magnificent body of workers in our organization, to win for them the essential improvements which this Resolution calls for.

"Your Committee moves the adoption of this Resolution."

Vice-President Reiser: "Realizing the importance of the hour and taking into consideration the fact that the delegates have had an opportunity to listen to the report that I submitted in behalf of the 25,000 cloakmakers whom I have the honor and privilege to represent, I rise at this moment merely to express, not only in my name but in the name of all the delegates representing the Cloakmakers' Joint Board in the City of New York and the thousands of men and women comprising this splendid organization, our appreciation to the Committee on Resolutions for their fine and splendid report and recommendations. I am sure that all the delegates will vote as one for this recommendation."

SUN TAN

Though sessions were long and prolonged many of the delegates managed to accumulate a tan that will make the folks back home think the Convention was held in the tropics.

in which they are engaged, work harmoniously together, and no decision and no restrictions could change that situation.

"What I said with regard to what existed in former years, I hope and I am sure, will continue as long as our Unions continue to exist. Though we may disagree on certain things at present within the American labor movement, that traditional relationship and the co-operative spirit and the admiration that we have for that organization and for its great leader will always remain."

"It is because of this and because of our real and sincere desire that that spirit shall continue, that this friendship should be everlasting, that I am glad he is with us today and that I have the honor and privilege of presenting to our Convention a true statesman of American labor, the President of the Amalgamated, Sidney Hillman!"

of the fight. Delegates, today in this hall, no question on this matter exists any more. The mass production industries are being organized and will be organized. Unless there is organization of those industries, none of us will survive. We will not be permitted to live and enjoy the American standard of living and enjoy the liberties that we enjoy today unless labor is fully organized.

"We have shown in the last year and a half what can be done. What the ILGWU did under the leadership of David Dubinsky, what the United Mine Workers did under the leadership of John L. Lewis, what the Amalgamated has done, could have been done in the major industries of the land. I challenge anyone to contradict me.

"I have been given the privilege of heading the drive in the great textile industry, and remember, the textile industry affects every industry in the country. You cannot

Continued on page 19)

Supreme Court Memorial Sent

(Continued from page 14)

Court plan is making another fictitious plea for independence of the three branches of government.

"The independence of each of the three branches of government is found only in the exclusive powers granted by the Constitution to each of them. These powers include independence in each branch to interpret its own powers. This is fundamental to independence. One branch cannot be subject to the views of another and be independent. The Supreme Court, which has exclusive power only to try cases in which public ministers and States are parties, should have complete independence to interpret its own powers in this field, because its authority is made exclusive by the Constitution. Likewise, Congress, if it is an independent branch of the government, must interpret its powers and authority on subjects of legislation committed to its discretion by the Constitution, such as commerce, the general welfare, the common defense, taxes. Over these subjects the Court has no jurisdiction, except as Congress may give it au-

thority. If doubt exists as to the precise meaning of commerce or the general welfare, Congress may interpret their meaning for legislative purposes, for Congress has exclusive power in this field. These are made legislative, not judicial subjects by the Constitution.

"American labor respects the law. It respects judicial processes. During the desperate distress of the depression, American labor, with other groups of citizens who constitute the national community, maintained public order by respect for and voluntary obedience to the law, notwithstanding that during those years of intense suffering, of unemployed labor, great corporations and individuals with large incomes openly violated or secretly evaded acts of Congress.

"Out of this experience we are moved to declare that the legislative method is the democratic and peaceable method of working out economically sound industrial relations and the establishment of economically desirable working and living standards.

"For these reasons we exercise the right of citizens to demand of their representatives in Congress that the recommendations of the President, clearly foreshadowed in the issues of the recent election, be speedily enacted into law."

Coal Becomes Union Symbol



One of the Most Interesting Gifts Given to President Dubinsky Was a Large Block of Coal Sculptured by a Pennsylvania Negro Miner. The Symbol of the ILGWU Was Worked Out on the Surface in Massie. Vice-President Reiser, Who Created the Idea and Made the Formal Presentation, Is Shown With the Gift.

Plaintiff's Exhibit No. 1d

12/2/37

Kansas City Journal Post

March 6, 1937

DUBINSKY STARTS UNION DRIVE IN K. C. GARMENT PLANTS

Political Animus Toward Reed Is Disavowed at Dinner.

Picture on Picture Page.

Answering many of the charges hurled at him by James A. Reed during the presidential campaign, David Dubinsky, president of the International Ladies Garment Workers' union, Saturday officially launched a movement to organize the Donnelly Garment company, controlled by Mrs. James A. Reed.

Dubinsky, speaking before more than 700 union members in the little theater of the Municipal auditorium, outlined what he considered to be the need for organizing all Kansas City garment factories, including the Donnelly concern.

"Mr. Reed said many harsh things about me during the recent political campaign," Dubinsky said, "but all that is past and I shall deal with him only as a maker of dresses. He shall be treated with consideration during our movement to organize his workers, regardless of the stand he takes."

Dubinsky said that "Reed hates Dubinsky, but all non-union employers hate Dubinsky because he stands for higher wages."

Before to Hilkey.

Reed's Plan

Dubinsky also defended the president's plan for reorganizing the United States supreme court, asserting the opponents were the same group who opposed Roosevelt's reelection.

The election November 3 should be considered a mandate by the people for the changes proposed by Mr. Roosevelt since they voted for him knowing that he would do whatever was possible to help them.

Dubinsky said that Reed would receive a polite letter within a few days inviting him to confer with Kansas City labor leaders about signing a union contract.

"If he refuses to meet with us, we shall start our campaign," the union president said. "It may take a long time to organize the Donnelly company plant, but we will win out in the end, as all the 240,000 members of our organization are behind us."

Install Officers

Dubinsky said that his union had about 1,200 members in Kansas City, and that only the Donnelly company and three or four smaller concerns remained to be organized.

At the conclusion of the meeting he installed officers in the new local union which was chartered at the Stern-Siegman-Prins company when that concern signed a union contract.

The officers are Omar Rose, president; Ethel Foster, vice president; Ann Herrig, secretary-treasurer, and Joe Easton, sergeant-at-arms.

Other speakers were M. Perlstein, Kansas City regional director of the union, and Ben Gilbert, St. Louis regional director.

Respondent's Exhibit 7.

Refers to Hitler.

Discussing the report that employees of the Donnelly company signed a pledge of allegiance to their employers, Dubinsky said:

"I also read in the papers yesterday that all the Germans swore loyalty to Hitler.

"In the presidential campaign Mr. Reed called me a Bolshevik and said many other uncomplimentary things about me. You would imagine that I had long whiskers, a pocket crammed with bombs and did nothing else but wave a red flag.

"The Bolshevik charge is old stuff. Nonunion employers always call their employees such names when they ask for a raise in pay.

"Mr. Reed also said I sent money to Spain. Of course I did. But the Spanish government never got a cent. It all went to the Red Cross and Mr. Reed knows it."

NATIONAL LABOR RELATIONS BOARD

CASE NO. 24-C-371 BOARD PETITIONER RESPONDENT INTERVIEWER EXHIBIT NO. 7

IN THE MATTER OF Donnelly Garment Co.
DATE 7-5-35 WITNESS Reeves

DANIEL W. ROSS, OFFICIAL REPORTER

BY Nicholson

207

4865

See memo

1021

[fol. 4866] (Respondent's Exhibit 8.)

Date 7/8/39. Witness.....

March 9, 1937.

Donnelly Garment Company
1828 Walnut Street
Kansas City, Missouri

Gentlemen:

The Kansas City members of the International Ladies' Garment Workers' Union feel compelled to place before you the following grievances that should be adjusted immediately.

Fifteen members of our Union were discharged by your firm because of their affiliations with our organization. Their case was up before the National Labor Relations Board. During the period the hearings took place the NRA was declared unconstitutional by the Supreme Court of the United States and the Government could proceed no further. The discharged workers have not as yet been returned to work by your firm.

The Dress Industry, in which your firm is engaged, is highly unionized throughout the country. Nearly every producer of dresses is in contractual relations with our Union. The 150,000 Union workers employed in this industry are enjoying a 5-day, 35-hour working week and a \$22.05 per week minimum wage scale for operators, and reasonable, fair minimum scales for finishers, pressers, cutters, et cetera. Piece workers, who compose the majority of workers in your shop as well as in the industry, are enjoying the right, through committees selected by them, of having an equal voice with the management in each shop in determining the piece rates for each garment or operation on a garment.

The workers in most of the industry enjoy the freedom and rights of organization. Collective bargaining has been established as a permanent institution. These are the conditions and wage scales in the organized industry.

However, in your shop the minimum wage scale for operators is between \$12.50 and \$15.00 per week.

The wage scales for finishers, pressers and cutters are at least 30 per cent lower than those that exist in the industry.

The hours of work in your shop are 40 and more per week.

Your workers are denied the right of joining a labor organization, and those who do, are immediately discharged. Your workers are denied the privileges of genuine collective bargaining. The piece workers in your shop have no voice as to what the piece rates should be as they are set exclusively by representatives of your firm.

[fol. 4867] The conditions and wages under which your employees are working not only deprive them of the privileges and opportunities enjoyed by the workers in this industry, but endanger their general work standards and wage scales. Your firm has undue and unjustified advantages over your competitors. The Union believes in "Fair Competition," but it does not consider competition fair when it is gained solely at the expense of the workers.

Under your system of production, workers are compelled to invest extraordinary effort, but the reward that follows is very meager in proportion to the efforts invested. Under modern methods of production such treatment of workers is not only wrong from the humane point of view, but also destructive from the economical point of view. In comparison with other shops in the industry which produce the same type of garment the production in your shop is about 30 per cent higher while the earnings of the workers are about 30 per cent lower.

We, therefore, believe that a conference between our Union and your firm, for an adjustment of these grievances, should take place immediately. The Union has named a committee which stands ready to meet a similar committee named by your firm.

May we respectfully request that you advise us before the end of this week as to when and where it would be convenient for you to meet our Conference Committee.

Our aim is industrial peace. We believe in intelligent co-operation between employer and employee. Such co-

operation is essential for the welfare of all factors in industry, including the consuming public and community at large. Peace and harmony prevail in the major part of the Dress Industry and we are eager to extend this co-operation to include your firm. Let us join hands to avoid industrial conflict.

Respectfully yours,

Kansas City Joint Board

INTERNATIONAL LADIES'
GARMENT WORKERS' UNION,
By Wave Tobin, Manager.

Approved by: Meyer Perlstein, Regional Director,
International Ladies' Garment Workers' Union

MP

Selmor Garment of St. Louis Signs Union Agreement

Novelty Frocks Also Joins Union List

Unionization work in St. Louis, held up for two weeks while the ILOWU convention was in progress in Atlantic City, was resumed at full tempo this week, according to advices received from Meyer Perlstien, at the Union's Southwestern headquarters in that city.

In a message to President Dubinsky, dated May 21, Perlstien writes:

"Signed today closed shop agreement with Selmor Garment Company, underwear shop employing 175 people. Also signed agreement with Novelty Frocks, a smaller shop, with 50 people.

"Conferred twice with National Underwear Corporation which has been on strike for several months. Endeavoring to reach settlement."

Wm. Green Denies Lewis Charge in Letter to Dubinsky

Before the adjournment of the Wednesday, May 21, session of the Convention, President Dubinsky received a telegram from William Green, president of the American Federation of Labor, in which he took sharp exception to several remarks in the speech of John L. Lewis, delivered on that day before the ILOWU delegates.

President Dubinsky refrained from commenting on the message from President Green, but read the telegram to the convention at the morning session on Thursday, May



Washington, D. C.
May 12, 1937.

"David Dubinsky, President, International Ladies' Garment Workers' Union Convention, Chelsea Hotel, Atlantic City, N. J.: I was amazed when I read a report of the address delivered by President Lewis of the United Mine Workers of America at the convention of the International Ladies' Garment Workers' Union yesterday, which quoted him as saying that I had demanded that Governor Murphy, of Michigan 'not permit any settlement of the strike with the CIO or the United Automobile Workers.' That statement is false and because it is false I prefer to believe that Mr. Lewis lacked proper understanding of the telephone conversation I held with Governor Murphy when he made it. I most emphatically deny that charge and resent with all the power at my command the other allegation made by Mr. Lewis, as reported in the press, that General Motors could probably get the support of the president of the American Federation of Labor. I offer as an answer to this unwarranted allegation my life's record of service to the cause of organized labor. May I supplement this foregoing denial with a protest against a statement made in the address by Mr. Lewis 'that the lack of unity in the labor movement did not seem to be such a bad thing.' Such a statement might well be made by an avowed enemy of labor for division, discord and hatred can injure labor when the opposition of hostile employers fails. I plead for unity, solidarity and co-operation within the ranks of labor and I am willing to render any service that lies within my power in an effort to bring about this result.

(Signed)

"WILLIAM GREEN,
President, American Federation
of Labor."



Delegates and Guests Sampling the Famous Boardwalk

Top Row: (Left) John S. Martin, Jennie Matyas and Sarah Limbach; (Center) Alex Student, Israel Horowitz and Bernard Schuk; (Right) Mrs. Richard Rehman and Joan Dubinsky.

Second Row: (Left) Mr. and Mrs. Morris Kalla; (Center) Sally Rosenthal, Nina Wender and Alice Donovan; (Right) Samuel Shore and Jacob Heller.

Third Row: (Left) Philip Kramer, Mrs. David Dubinsky, Emil Schlesinger and Mrs. Frederick Unken; (Right) Ben Gilbert Takes Wave Tobin (in Center) and Another Middle Westerner for a Stroll.

Bottom Row: Rose Pasotta Finds Herself Captured on Boardwalk by Group of Delegates.

June 1, 1937

JUSTICE

Page Fifteen

Convention Supports Cloakmaker Demands

Lines Up Solidly For Wage Increases and 30-Hour Week

Full support for the New York Cloakmaker organization in its negotiations for a new contract to succeed the one expiring June 1 was voted by the Convention when the Committee on Resolutions brought in a recommendation. Specific mention is made of the 30-hour week and wage raise demands. The entire moral and financial power of the International will be placed behind the cloakmakers in the eventuality of a general strike.

The proceedings discussing cloakmaker support follow:

"Your Committee gives its wholehearted and undivided endorsement to the demands of the great organization of the cloakmakers in the New York market as it is now entering upon the decisive stage of negotiations with the employers' associations in this industry for the renewal of a collective agreement to replace the current contracts which expire on June 1st.

"Your Committee is fully aware of the significance attached to the renewal of these contracts in so highly important an industry as the manufacture of coats and suits and the bearing which it has on the general structure of work-hours and wage scales in our entire industry. The New York Cloakmakers' Union has consistently over a period of three decades blessed the trail of progress and achievement along the lines of economic improvement and control of work conditions for the whole of our

the industrial soundness of the demands of the New York Cloak Organization which it proposes to embody in the new agreements with the employers. There is not a vestige of doubt in our minds that the cloak workers of New York are entitled to the 30 percent wage raise which is put forth by the conference committee of the Union. This resolution voices an incontrovertible truth when it asserts that the steadily rising cost of living has made such an increase imperative. The mark-up on all necessities of living is soaring to alarming proportions. Rent, food, clothing, and the smaller needs of existence cost today a great deal more than they cost in 1935 when the present contracts in the coat and suit industry were signed. To meet his modest annual budget, the cloakmaker must have his earnings raised, and his organization, the New York Cloakmakers' Union, should exert every effort to win this demand from the employers.

30-Hour Week Sound

"Equally justified is the demand for a shorter work-week, for the 30-hour week. Unemployment, or partial employment, is a curse upon industry in general but it is tragedy when it afflicts a seasonal industry such as the cloak trade. Unemployment in the cloak industry means sentencing thousands of people to misery and hunger. The 30-hour week will eliminate this deplorable unemployment of work people who depend upon the cloak trade solely for their livelihood, and it will contribute to the lengthening of the work-

"Good Neighbor"



President Sidney Hillman of the Amalgamated Clothing Workers of America and Chairman of the TWOC Told the Convention That the Committee Had Organized 80,000 Textile Workers in 5 Weeks and Proclaimed the Eventual Organization of 1,500,000 Workers in the Field.

with the cloak manufacturers' as-

HILLMAN STRESSES CLOSE TIES BETWEEN AMALGAMATED - ILGWU

Greeted by thunderous applause when he said that nothing would ever be permitted to create a rift between the Amalgamated and the ILGWU, President Sidney Hillman of the Amalgamated Clothing Workers of America addressed the Convention on May 13.

He discussed the progress made by the CIO in organizing the mass production industries, and as chairman of the Textile Workers' Organizing Committee, revealed that 80,000 textile workers had been organized in less than six weeks.

In introducing President Hillman, President Dubinsky said:

"When I introduce the next speaker, I introduce the president of a union that is closer to our Union and closer to our hearts than any other organization within the American Labor movement. For many, many years there was a close relationship and the best spirit of cooperation between these two unions. We were partners in many activities, many undertakings. Our two unions were always known as the twin unions within the labor movement and when the Amalgamated was outside the A.F. of L. and we were inside, we, though it may have been against the policies and tradition of the American Federation of Labor, had the closest relationship and close cooperation with the Amalgamated. It was generally realized that these two unions must, because of the close relationship of the industry in which they are engaged, work harmoniously together, and no de-

The highlights of President Hillman's address follow:

"Your achievements are a source of encouragement and inspiration to all who are concerned with the destinies of labor. Let me say to you, President Dubinsky and officers and delegates of this convention, that nothing will ever be permitted to make a rift, to permit any disagreements between our two great internationals of labor.

There are no difficulties that cannot be adjusted if the good will that has always existed between the membership of our organizations continues. That cannot and will not be changed.

"Who is there so small, so narrow-sighted, that would permit friction between those who have the responsibility to carry onward and forward the great task that we today have before us?

"Delegates, I bring you the greetings of our organization, sincere greetings with no reservations. We are proud because of your achievements; your great accomplishments have helped us as our progress has helped you.

"I know this hall. I was here just a little over a year ago, when there was the theoretical debate on how to organize labor and where we were told that American labor in the major industries could not be organized. Those of us who had courage to make the challenge and who said that it could and must be done, later had to carry the brunt of the fight. Delegates, today in this hall, no question on this mat-

Convention Blasts Senator Jim "Nell Don" Reed;

ILGWU Counters Attack by Ex-Senator James Reed, Nell Donnelly Head

Ready to Teach Him Lesson in Americanism

No sooner did the newspapers carry across the country the decision of the Atlantic City Convention to allocate \$100,000 for the unionization of the Nell Donnelly Dress factory in Kansas City, Mo., than Missouri's ex-Senator, James Reed, issued a blast directed against David Dubinsky and the

Puerto Rico



Teresa Anglero

All the Way from Puerto Rico Came Teresa As a Delegate to the Convention. She Delivered a Spirited Address in Both Spanish and English.

International Ladies' Garment Workers' Union in which he also denied that he had any control in the dress firm owned by his wife.

Reed declared that "Dubinsky had the nerve to talk about Americanism although he was born in Russia and has been in this country only a few years." He also reiterated the election campaign canard of the Fall of 1936 that Dubinsky was a "Socialist, a Communist and a Bolshevik" and that his name on the Democratic electoral ticket was an offense to the Democratic Party and to all decent American citizens.

Dubinsky Replies

Replying to the Reed statement from the Convention platform, on Tuesday, May 11, President Dubinsky said as follows:

"Mr. Reed is, first of all, very much incensed over the fact that yesterday, at the convention of the International Ladies' Garment Workers' Union which is right now meeting in Atlantic City, representing a quarter of a million women's garment workers, I, in the capacity of president of that organization, challenged his patriotism on the ground that he, directly or indirectly, is responsible for allowing work conditions in the factory of the Nell Donnelly Manufacturing Company, owned and controlled by his wife, to be inferior to those prevailing in other dress factories of the same grade and thereby undermining work standards in the entire dress industry. Mr. Reed's reply to this is that I 'had nerve' to talk about Americanism in view

of the fact that I had committed the unpardonable offense of having been born in Russia. On the basis of this test of Americanism, we must be permitted to believe that James Reed, when about to be born, decided to choose America as the place of his birth, while I, given the same free selection, picked Russia.

"Mr. Reed's denials that he has anything to do with the control and management of the Nell Donnelly Manufacturing Company would also have carried more weight if we were not acquainted with the public record of Mr. Reed's relations with the Donnelly concern. I did not charge Mr. Reed with managing the sales department or being the manager in charge of production. But everyone who is familiar with the protracted litigation, for instance, of the Donnelly firm during the NRA period, when it attempted to get preferred conditions and special privileges for itself as far as work terms and work pay were concerned, knows well that it was

Mr. Reed who came to Washington time and again appealing to General Hugh S. Johnson on behalf of his wife's dress manufacturing concern for exceptions. It was Mr. Reed, who, after a study of his claims had been made by the then administrator, Mr. Byres H. Gitchell, together with an expert, and a recommendation had been made by them to General Johnson that proper work standards should be established in the Donnelly factory in order to eliminate unfair competition, made the threat to General Johnson that if these concessions were not granted to the Donnelly firm, he would tour the country opposing President Roosevelt and the New Deal. Everyone in Kansas City who has anything to do with garment manufacturing is equally well informed that not a thing of importance with regard to employment policy is being done in the Donnelly concern without the advice and approval of Mr. Reed.

Certainly, everybody knows that the union-baiting policy of the Donnelly firm is reflected in the special brand of antagonism to union labor which Mr. Reed has displayed in recent years.

"Mr. Reed claims that he never attacked our Union during the last Presidential campaign but that he was only outraged by my nomination by the American Labor Party and the Democratic Party in New York State as a Roosevelt presidential elector, which was 'an offense both to the Democratic Party and to all decent American citizenship on account of my being a Socialist, a Communist and a Bolshevik.' Well, first of all, this terrible offense to American citizenship did not seem to hurt my candidate, as Mr. Reed may recall, just as it did not do any good to his candidate, Mr. Landon. The American people amply replied to these absurd charges, by which many supporters of Mr. Roosevelt were being misled by Mr. Reed.

The Twenty-third ILGWU Convention in Session in



Teresa Anglero Sees Education As Labor Goal In Puerto Rico

Head of Island's Unions Brings
Message From Puerto Rico
Needle Trades Workers.

This is a part from a speech by Teresa Anglero, Secretary of the Puerto Rico Locals of the ILGWU, made on May 6 before a wildly applauding audience of delegates and guests:

"It is a great privilege and an honor to be here as a delegate to this Convention, representing the needle workers of Puerto Rico. I bring to you the greetings and the most sincere appreciation of the Puerto Rico needle workers for all the interest and good will you all have shown to improve workers' conditions on our island.

"Our island, 100 miles long and 26 miles wide, has already a population of 1,700,000 people. Agriculture is its most important occupation, while the needlework trade is its first industry if we take into consideration the number of workers who earn their living in it.

"Nobody knows exactly how many needleworkers there are on the island, all told, but it has been estimated by the Department of Labor that about 75,000 persons are working in the industry, with a further estimate that 9,000 are working in the shops and the others in their homes.

"The organization of home workers is a very hard task, and not only is it hard to organize them but also they are a menace, together with the unemployed people, for the workers when we demand our better wages and workers' rights.

"Company unions and dual labor organizations are also a great han-

workers. There are several associations, such as the Union Regional de Trabajadoras de Aguja, Asociacion Hijos del Trabajo y Liga, Defensora de Mayaguez, etc., through which the bosses are doing all they can to keep the workers out of our ranks. Now there are two new ones already organized in Mayaguez, the Needle Workers Fraternity and the Blondi Association. Workers don't have to pay dues, while their leaders promise them to work for the welfare of the community.

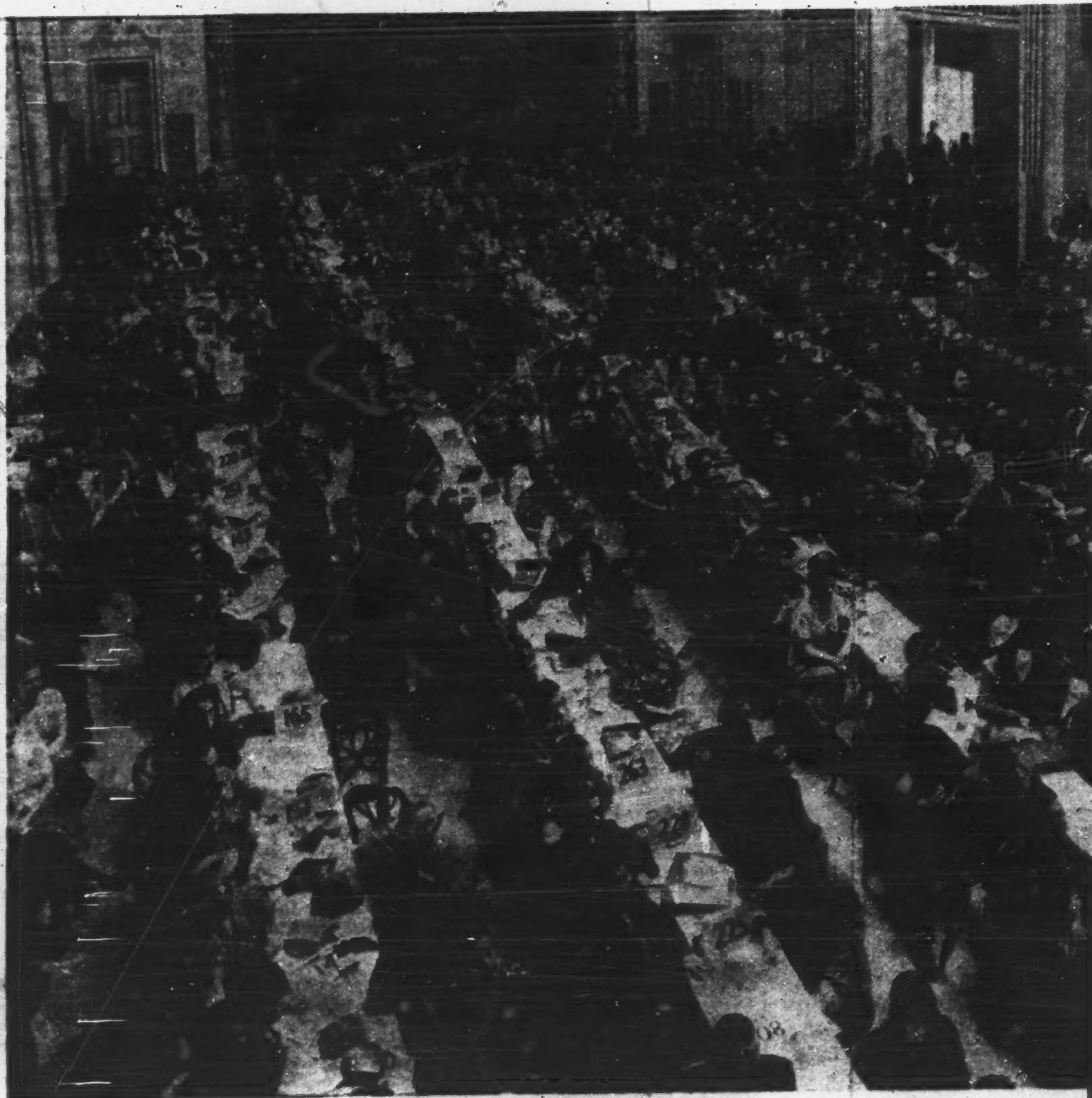
"There is another great handicap, and I consider it the most important of all, and that is the lack of proper workers' education among the people. To overcome these difficulties, we are having regular meetings by barrios, towns, and cities, and we have centers for evening classes for the benefit of the masses.

"After more than one year of constant demand, we had the opportunity of having a Workers' Education Center organized and paid for with Federal funds, where fifty teachers were trained to help in the workers' educational field. When the teachers were ready the budget appropriation for them to go into the field was cut off, because, as they said, we were preaching radical ideas in our center.

"We will continue working in the organization of Workers' Education classes so as to impress in the minds of the workers that the only weapon workers have to better their economic situation is a powerful organization.

"We encounter all kinds of difficulties in our way, but as we are assisted by the great power of justice and fraternity and a better world for our comrade workers, we hope we will succeed.

"Please excuse me for my poor English. I hope sooner or later we will have the opportunity to reciprocate all the assistance you are giving to our exploited Puerto Rico workers."



June 1, 1937

JUSTICE

1027
Res. Ex. 10
Page Seventeen

ed; Votes \$100,000 to Organize Kansas City Plant

and his friends, by making the election of Mr. Roosevelt nearly unanimous. Secondly, much as I should like to believe him, I still find it hard to disassociate the Mr. Reed, who has been bitterly and avowedly opposing our Union's effort to unionize the Nell Donnelly factory, from the selfsame Mr. Reed, who, during the Fall of 1936, kept continually heaping abuse upon myself, who happened to be at that time not only a Roosevelt elector but also the president of the labor organization which was trying to improve work conditions and secure the right to collective bargaining in his wife's factory.

"In one breath Mr. Reed heatedly disclaims that he has anything to do with the Nell Donnelly Manufacturing concern, and, in the other, he just as heatedly declares that no spying on workers, no discrimination for union activity, no speed-up, no discharge of girls who secretly join our Union, no long hours for low pay are permitted in

that factory. If he knows nothing about the Donnelly management, where does he get all this intimate information about the work conditions and the work policy in the plant of that firm and what value can anyone, therefore, attach to his assertions that our charges are 'gross lies'?

"Mr. Reed is furthermore trying to create the impression that our International Union's act yesterday, at the convention, in voting a fund of \$100,000 to support the efforts of our Kansas City Joint Board to unionize the Donnelly Manufacturing Company is a sort of reprisal because he, James Reed, was trying to abuse me during the last campaign. Well, that really is too childish to deserve a serious rebuttal. As far as our Union, or myself, is concerned, Mr. Reed may join the Klu Klux Klan, Mr. Townsend's League, Father Coughlin's outfit, the Liberty League, of which he is one of the main props, or any other group which, according to his

lights, is truly American.

"The 1936 campaign is already a good way off, and why should Mr. Reed, of all people, bring it up now? But we are very much concerned with the Donnelly Manufacturing Company of Kansas City, manufacturers of dresses under inferior work conditions and the persecutor and boulder of work people who dare join our Union while in that company's employ. We do not intend to rest until the work hours and work pay in the Nell Donnelly firm are brought to a level of equality with other dress manufacturers in all markets and the right of genuine collective bargaining, not the company-union brand, is established in that factory. In this work, we admit, we are very much concerned with Mr. James Reed, and all his protestations to the contrary notwithstanding, we recognize him as a dress manufacturer with whom we expect to do business in the not distant future."

Delegate From Donnelly Firm in Kansas City Pleads For ILGWU Help

Convention Appropriates \$100,000 For Campaign to Unionize Reed-Controlled Low-Pay Dress Shop

Sylvia Hall, delegate of Local 118, representing the Nell Donnelly factory in Kansas City, Mo., presented the following plea in behalf of the 1,500 girls employed in that shop to the convention:

"I have been working for the Donnelly Garment Company for the past eight years. I know the situation in the shop very well. At this convention I have had an opportunity for the first time to talk to the dressmakers who work on the same line of dresses in union shops in New York, Chicago, St. Louis and several other cities, about the wages being paid in their shops. I find that the wages paid by the Donnelly Garment Company are at least 40 per cent lower than the workers in the other shops are earning.

"We have no say in our shop in the settlement of prices. The foreladies settle the prices for us, and while the earnings of an average dressmaker in the cities I have mentioned range from \$25 to \$40 a week, the earnings of an average worker in the Donnelly Garment Company are between \$15 and \$18 a week. And while the workers in the union shops in these cities enjoy a 35-hour week, we work 40 and 53 hours a week. And what is worse than anything else is the inhuman speed-up which the company has developed in its factory. As a result of this speed-up system, the majority of the girls in the fac-

terminated to make this shop a union shop, a shop where the rights of the human being will be recognized. In their behalf, I urge this convention to help the Kansas City Joint Board establish union hours and union wages in the Donnelly Garment factory.

"Mr. President, we ask for the support of this great organization in these efforts. We, the girls in Kansas City, will do the rest."

Courageous!

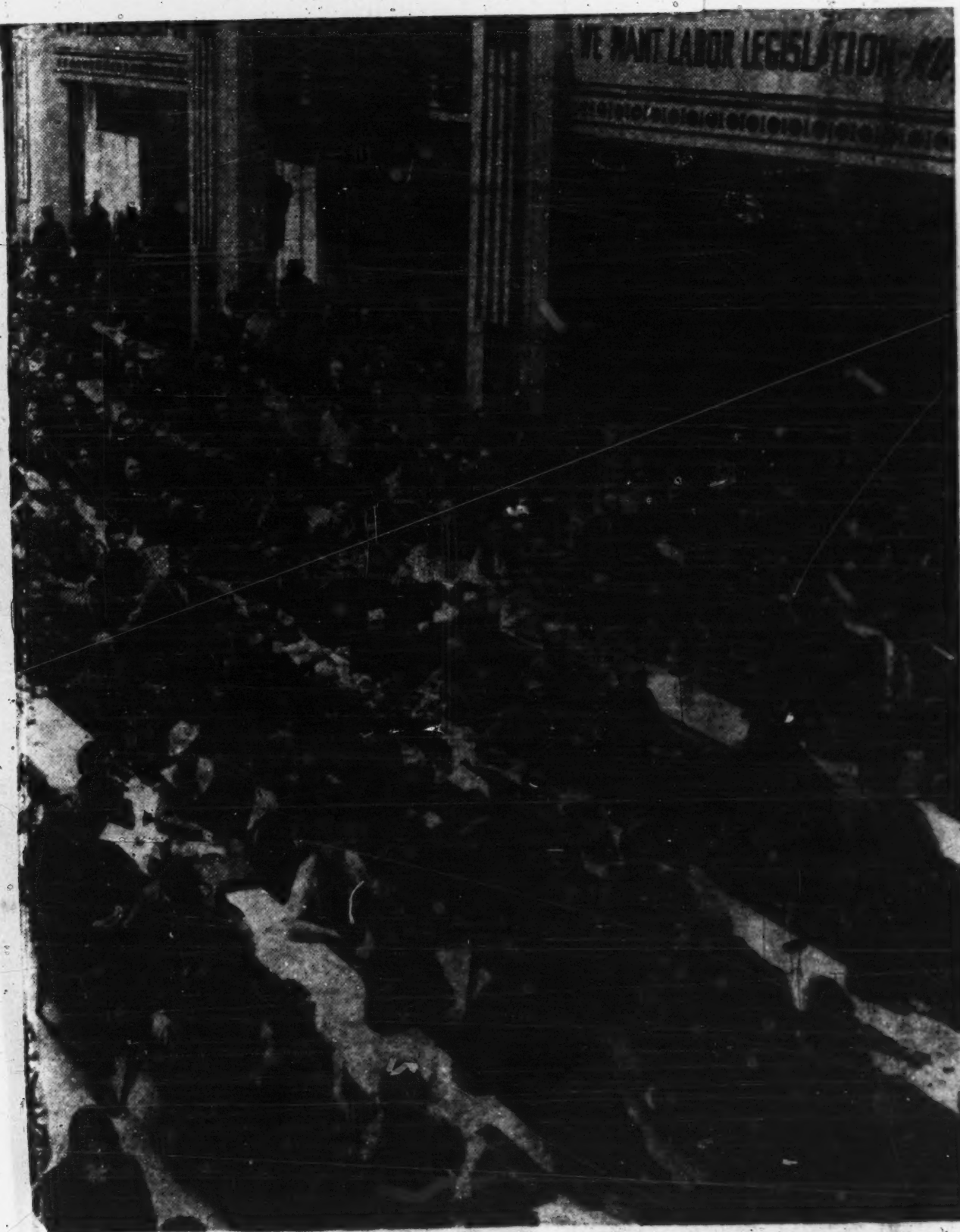


Alice Hall

The "Loyalty League" in the Nell Donnelly Shop, the Kansas City Cotton Garment Shop, in which Senator Jim Reed has absolutely no interest. Didn't Ap-

on in Westminster Hall, Hotel Chelsea, Atlantic City





tory must quit working after a few years because their nerves become overstrained and they break down. In many instances, these workers are not able to return to work. I have experienced a nervous breakdown which was caused by this speed-up and I am still under the doctor's care.

"The owner of this firm, Mr. James Reed, a former United States Senator, travels around the country promoting what he calls 'democracy.' In his own shop, however, the rights of the human being are completely ignored and the right of the worker to join a labor organization is brutally suppressed.

"I joined the Union several months ago. I kept my membership in the Union secret because I knew that I was being watched and spied on by the detectives employed by the firm. Every worker in the shop is spied on and followed, inside and outside the factory. A few days before I left Kansas City, the newspapers announced the fact that I was a delegate to this convention. The next morning, the instructors of the shop and the leaders of the Donnelly Loyalty League, the company union organized by the Reeds, surrounded me and threatened me. They asked me to get out of the shop. They spoke with their own voices, but the words were the words of James Reed.

"I have done nothing that could in any way be interpreted as not living up to the rules of the shop. I have done my work well and have always been considered an efficient worker. But the firm has been fighting against the inroads of the Union into its plant and when they got to know of my membership in the Union and of my appointment as a delegate to this convention, they organized their forces of intimidation and forced me out of the shop.

"I plead with this convention to adopt the resolution introduced by the Kansas City delegates. I and hundreds of girls working in the Donnelly garment factory are de-

prived of Alice Coming to the Convention. As a Matter of Fact It Ganged Up on Her. But Alice Came to the Convention; the Union Will Come to the Shop; and the Loyalty-Leaguers Who Mobbed Her Will Yet Praise Her.

12 WORKERS REGAIN JOBS; THANK UNION

A resolution of thanks marks the final step in a victorious action just concluded by the Union. Some two months ago, the R. S. & G. Dress Company, 1553 Gates Avenue, Brooklyn, discharged 13 workers, including the chairlady. An investigation also furnished the basis for presentation of charges to the impartial Chairman that the firm had been guilty of underpayments and falsification of books. The impartial Chairman ordered the workers reinstated and a settlement made for underpayments.

When the firm refused to comply with the decision of the impartial Chairman, the Union, interested in piling up legal precedent for the sanctity of the collective agreement as a legal contract, carried the case into court through Emil Schlesinger, counsel to the Dress Joint Board. Before the case came to trial, the firm consented to an injunction under the terms of which the workers were reinstated with pay for time lost and a settlement was made for the underpayments.

The twelve workers signing the resolution were Josephine Giallano (Chairlady), John Valenti, Joe Sinacore, Luciano Pomilio, Connie Posanti, Maria La Moina, Lena Gangi, Agata Marocco, Caterina Buttafoco, Mary Ferranti, Nettie Geneco and Francis Molla. Spectrally mentioned in the resolution were the Dress Joint Board, General Manager Julius Hochman, Williamsburg Manager Giacomo Di Nola, Business Agent Peter Bonanno and Popular Price Department Manager Frank Olivo.

[fol. 4898]

(Respondent's Exhibit II.)

Date 7/7/39—Witness Baty.

January 5, 1937

Miss Hartman:

Please grant following pay increases effective 1/1/37.

Lyda Burns	\$15.00 to \$16.50
Otto Dramshek	16.50 to 18.00
Alphonse Staab	30.00 to 32.50
Nellie Biggs	20.00 to 22.50
Jessie Mudd	20.00 to 22.50
Marie Grampp	20.00 to 22.50
Edna Bienert	20.00 to 22.50
Francis Morrison	20.00 to 22.50
Elizabeth Fromholts	18.00 to 20.00
Francis Dumit	17.50 to 20.00
Ella May Hyde	35.00 to 40.00

L. Baty

[fol. 4899]

P. Hartman

2/2/37

Increases effective Feb. 1st, '37 —

Durwood Reeces	16.50 to 18.00
Eula Carter	17.50 to 20.00
J. H. White	20.00 to 22.50
Pearl Stchison	22.50 to 25.00

L. Baty

[fol. 4900]

Sheet #1

Feb. 26, 1937

Miss Hartman:

Please make following increases in payroll rates to be effective Mar. 1, 1937.

	Increase	New Rate
John Ferreti	2.50	25.00
Ted Kirkland	2.50	25.00
Ted Scoles	5.00	55.00
Frank Cooper	2.50	42.50
Heber Hayes	2.50	40.00
Perry Kerr	2.50	40.00
James Van Camp	2.50	27.50
Mollie Smith	5.00	30.00
Clifton Craig	2.50	20.00
Carl Lohrengal	1.50	18.00
Cecile Ealy	5.00	35.00
Lola Sktens	5.00	35.00
Lena Allison	5.00	35.00
Marie Patton	5.00	35.00
Bessie Neimoyer	2.50	32.50
Carrie Abrams	2.50	30.00
Pearl Collins	2.50	30.00

Rosetta Cook	2.50	30.00
Etta Dorsey	2.50	30.00
Grace Gnotta	2.50	30.00
Mary Copowys	2.50	27.50
Grace Davis	2.50	25.00
Emma Grober	2.50	22.50
Mary Snedden	2.50	22.50
Anna Barthol	2.50	25.00
Jessie Mudd	2.50	25.00
Rose Henricks	2.50	27.50
Ada Wolfe	2.50	25.00
Ada Vining	5.00	35.00
Lula Waddell	5.00	35.00
Zona Cleveland	2.50	27.50
Stella Willis	5.00	40.00
Vera Marshall	2.50	25.00
W. G. Weaverling	2.50	25.00
Rose Todd	5.00	30.00
Katie Schleicher	5.00	75.00

[fol. 4901]

Sheet #2

Frances Endsley	2.50	20.00
Kathryn Bateman	2.50	20.00
Alice Blodgett	5.00	35.00
Lyle Jeter	2.50	42.50
Earl DeGraffenreid	2.50	42.50
Kenneth Peck	2.50	42.50
Fred Ellis	2.50	40.00
Roy Beller	2.50	40.00
Alfred Chards	2.50	22.50
Wood Reynolds	1.50	16.50
R. T. Smith	2.50	30.00
George Blair	2.50	27.50
Morton Griggs	2.50	22.50
Lena Lewis	2.50	22.50
Merl Beitling	2.50	25.00
Alice Scott	1.50	16.50
Georgia Bailey	1.50	16.50
Karlyne Anspatch	3.00	18.00
Nell Reatz	2.50	32.50
Katherine Ruppert	5.00	20.00
Elizabeth Goodenow	1.50	16.50
Helen Moffan	1.50	18.00
Ann Kappelman	2.50	32.50
Mable Riggs	2.50	27.50
Corinne Robinson	2.50	22.50
Evelyn Cook	2.50	17.50
Elva Hill	2.00	20.00
Nannie Barger	2.50	37.50
Ann Scott	2.50	22.50
Mabel Bayless	2.50	22.50
Freda Smeltser	2.50	22.50
Norma Duncan	2.50	22.50

Nora Stevenson	2.50	22.50
Pearl Davis	2.50	22.50
Ceva Vaughn	2.50	22.50
Nell Gregg	2.50	22.50
Malissa Harvey	2.50	22.50
Effie Canfield	2.50	22.50
Pearl Doyle	5.00	25.00
[fol. 4902] Sheet #3		
Lillian White	2.50	30.00
Camilla Cochran	3.00	18.00
Regina Margerumi	3.00	18.00
Ruth Anderson	2.00	20.00
Rose Murray	7.50	22.50
Martha Gray	5.00	40.00
Helen Little	2.50	25.00
Edwina Jones	1.50	16.50
Vera Webb	3.00	18.00
Grayce Cooper	1.50	18.00
Blanche Enres	1.50	16.50
Heath Cowan	2.50	37.50
Nora Williams	2.50	17.50
Birdie Baker	2.50	17.50
W. J. Stiekle	1.50	18.00
Dean Tutt	2.50	22.50
Calvin Burton	1.50	22.50
Dorothy Roberts	2.50	17.50
W. E. Baker	2.50	25.00
Ernest Riley	2.00	20.00
Phenias Peterson	2.50	27.50
Ed Corbin	2.50	22.50

Lee Baty

[fol. 4903]

3/2/37

Miss Hartman:

Effective 3/1/37 Increase;

William Neale	37.50 to 40.00
O'dell Decavelle	32.50 to 35.00
Earl Willoughby	37.50 to 40.00
Lowell Sachse	21.00 to 25.00
Kellogg Leach	42.50 to 45.00
Ben James	16.50 to 18.00
Naomi Osipik	15.00 to 16.50

L. Baty

[fol. 4904] James Dunn Increase

20.00 to 22.50 Effective 3/16/37

Lee Baty

1028d

[fol. 4905]

4/9/37

Miss Hartman:

Please make payroll changes;

Dorothy Curry 20.00 to 22.50

Gertrude Gorham 22.50 to 25.00

L. Baty

[fol. 4906]

4/28/37

Miss Pauline Hartman:

Increase—Helen Little

Effective—5/1/37

\$25.00 to \$27.50

O. K.

L. Baty

[fol. 4907] Miss Pauline Hartman

Increases — 6/1/37

	Increase	New Rate
Hayes, Heber	2.50	42.50
Kerr, Perry	2.50	42.50
Willoughby, Earl	2.50	42.50
Neale, William	2.50	42.50
Reese, Samuel	5.50	33.00
Fallis, George	2.50	35.00
Davidson, Clyde	2.50	25.00
Fredereck, William	2.50	25.00
Rainey, Verdoe	1.50	16.50
Scott, Ruby	2.50	20.00
Emig, Doris	2.50	22.50
Kirk, Robert	2.50	22.50
H. B. Powell	2.50	35.00
Strickland Florence	5.00	80.00
Beitling, Merl	5.00	30.00
Glover, Margaret	2.00	20.00
Marforie, Florence	2.00	20.00
Carter, Eulah	2.50	22.50
Callahan, Mildred	3.00	18.00
Beach, Nancy	2.50	22.50
Williams, Nora	.50	18.00
Baker, Birdie	.50	18.00
Roberts, Dorothy	.50	18.00
Buchanan, George	1.50	16.50
Wardell, Swenson	3.00	18.00
Kemp, Gilbert	2.00	18.00
Hooks, John	1.50	18.00
Scott, A. D.	5.00	25.00
Wherry, Anna	5.00	80.00
Tyhurst, Lena	2.50	52.50
Gay, Eileen	2.50	20.00

Schleicher, Katie	5.00	80.00
Nichols, Lula	5.00	55.00
Hyde, Ella Mae	5.00	45.00
Denzel, Katholeen	2.50	22.50
White, J. H.	2.50	25.00
Griggs, Morton	2.50	25.00
Price, C. Marvin	5.00	70.00
McConaughy, Jack	2.50	30.00
Higgins, Walter	2.50	42.50
Root, Ortense	2.50	42.50
McMillin, Lavaghn	1.50	18.00
Ward, Leslie	5.00	30.00
Williams, Guy	5.00	30.00
Price, Anna	5.00	52.50
[fol. 4908] Brandt, Mary	2.50	22.50
Crawford, Ula	3.00	20.00
Hamel, Katherine	2.50	32.50
Eckert, Barbara	2.50	25.00
Barger, Nannie	2.50	40.00
Risely, Mary	3.00	18.00
Cooper, Grayce	2.00	20.00
Endres, Blanche	1.50	18.00
Jones, Edwina	1.50	18.00
Webb, Vera	2.00	20.00
Little, Helen	5.00	30.00
Jensen, Helmer	2.50	35.00
O'Brien, Mrs. P. B.	2.50	52.50
O'Leary, Rose	2.50	45.00
Barnett, Nettie	2.50	25.00
McLippis, Thelma	2.50	22.50
Lamping, Lauretta	2.50	20.00
Hallauer, Joe	2.50	22.50
Grogan, Harry	1.50	18.00
Gassert, Gertrude	2.00	20.00
Shartzler, Pauline	5.00	35.00
Guerrant, Cecile	4.50	22.50
Patton, Marie	2.50	37.50
Skeens, Lola	2.50	37.50
Reynolds, Wood	1.50	18.00
Haskell, Jacquelyn	1.50	18.00
Hauser, Helen	5.00	30.00
Caudle, Freda	1.50	18.00
Hill, Elva	2.50	22.50
Humphrey, Zelma	5.00	30.00
Newton, Nancy	2.00	20.00
Goodenow, Elizabeth	1.50	18.00
Cook, Evelyn	2.50	20.00
Dawe, May	1.50	18.00
Rehmeyer, Irma	1.50	18.00
Canon, Elva	1.50	16.50
Wheeler, Earl	1.50	16.50
McDonald Melvin	1.50	16.50

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Hamilton, Charles	1.50	18.50
Osipik, Naomi	1.50	18.00
Dixon, Vesta	1.50	18.00
Sampson, Grace	1.50	18.00
Scott, Alice	1.50	18.00
Bailey, Georgia	1.50	18.00
Davis, Mildred	3.00	18.00

L. Baty 6/1/1937

[fol. 4909]

6/24/37

P. Hartman

Effective 6/16/37

Lena Lewis 22.50 to 25.60
All Machine operators in Design Dept. 25.00 to 25.60

L. Baty

[fol. 4910]

7/12

Increase effective July 1, 1937 —

Alfred Charde 22.50 to 25.00

Effective July 5th, 1937 —

Sherman Andrew 16.50 to 18.00

L. Baty

[fol. 4911]

7/22

P. Hartman

Increase — 7/16/37

Aurle Martindale
\$16.50 to \$18.00

L. Baty

[fol. 4912]

9/14/37

Miss Hartman:

Please make following increases in wages on rates—effective 9/1/37.

	Amount of Increase	New Rate
Hinton Noland	2.50	22.50
Odell De Cavelle	2.50	37.50
Clyde Davidson	2.50	27.50
Lowell Sachse	5.00	30.00
Alvin Riefel	2.50	27.50
Durward Reece	2.50	22.50
Ben James	2.50	22.50
James Van Camp	2.50	30.00
Alphonse Staab	2.50	35.00
Cecile Ealy	10.00	45.00
H. F. Atherton	5.00	40.00

Raymond Smith.	5.00	35.00
Wood Reynolds	2.00	20.00
Chas. Hamilton	1.50	18.00
Earl Wheeler	1.50	18.00
Carl Lohrengel	2.00	20.00
Mary Cooney	1.50	18.00

L. Baty

[fol. 4913] Increases effective—10/16/37.

Clifton Craig	2.50 week
Don Lytle	2.50 "
Sherman Andrew	2.00 "
Kathleen Denzel	2.50 "
Bob Kirk	2.50 "

L. Baty

[fol. 4914] Please increase the following effective Nov. 1, 1937.

James Dunn	\$22.50 to \$25.00
Ada Vining	35.00 to 40.00
Marie Patton	37.50 to 40.00
Lola Skeens	37.50 to 40.00
Amy Lamar	25.00 to 35.00

L. Baty

[fol. 4915]

P. Hartman

12/1/37

Increase effective Dec. 1st —

Lloyd Lynn	18.00 to 20.00
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L. Baty

[fol. 4916] Miss Hartman:

Please increase — 1/1/38.

Ted Scoles	55.00 to 60.00
Fred Brown	45.00 to 50.00
Joe Spalitto	5.00 per week

L. Baty

[fol. 4917]

P. Hartman

1/3/38

Effective Jan. 1st, 1938

Carl Lohrengel	20.00 to 22.50
Durward Reece	22.50 to 25.00

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Effective Jan 3, 1938

Earl Wheeler

18.00 to 20.00

L. Baty

[fol. 4918]

P. Hartman

1/14/38

Increase effective 1/10/38

Melvin McDonald

\$2.50 per week

Charles Hamilton

\$2.00 per week

L. Baty

[fol. 4919]

Miss Pauline Hartman:

1-31-38

Please make following payroll changes effective Jan. 16, 1938:

Lena Allison

Increase \$5.00 to 40.00

Mary copowycz

" 2.50 to 30.00

Grace Davis

" 2.50 to 27.50

Elma Jennings

" 2.50 to 25.00

Frances Dumit

" 2.50 to 25.00

Edna Bienert

" 2.50 to 25.00

Emma Grober

" 2.50 to 25.00

Martha Gorman

" 5.00 to 27.50

Anna Barthol

" 2.50 to 27.50

Pearl Atchison

" 2.50 to 27.50

Rose Hendricks

" 2.50 to 30.00

L. Baty

[fol. 4920]

Raymond Luce

2/2/38

20.00 to 22.50

effective Feb. 1, 1938

L. Baty

[fol. 4921]

P. Hartman

3/3/38

Increase —

effective 2/28/38

W. S. Riley

\$16.50 to \$18.00

Effective 3/1/38

Verdoe Rainey

16.50 to 20.00

T. Sachen

20.00 to 22.50

L. Baty

[fol. 4022]

3/7/38

Lloyd Lynn	\$20.00 to \$22.50 effective 3/1/38
Henry Hodges	18.00 to 20.00 " 2/28/38
Jack McConaughy	30.00 to 32.50 " 3/1/38

L. Baty

[fol. 4023] Miss Hartman:

Please put following increases in effect 9/1/38.

	Increase	New Rate
Bill Norton	1.50	18.00
Dorothy De Lange	1.50	18.00
Kenneth Smith	2.50	22.50
Wm. Neale	2.50	45.00
Lowell Sacken	5.00	35.00
Wm. Frederock	2.50	27.50
Ben James	2.50	25.00
James Van Camp	3.00	33.00
Gerald Cole	2.50	22.50
Odell DeCavelle	2.50	40.00
Alphonse Staab	2.50	37.50
Sherman Andrew	2.50	22.50
Robert Kirk	2.50	27.50
G. O'Brien	3.50	27.50
G. Fallis	2.00	37.50
Mary Bogert	2.50	32.50
Dorothy Curry	2.50	25.00
Irene Wilhite	2.50	22.50
Macie Westendick	2.50	22.50
Rhea Byars	2.50	22.50
Ruby Scott	2.50	22.50
Amy Lamar	5.00	40.00
Horace Lane	2.00	20.00

Lee Baty

[fol. 4024] Ben Charde

\$25.00 to \$27.50
effective 10/1/38

L. Baty

[fol. 4025]

11/29/38

P. Hartman:

Edith Nickum

Increase \$16.50 to \$18.00
Effective 11/16/38

L. Baty

1028j

[fol. 4026]

12-14-1938

Miss Hartman:

Please increase rate for

Mary Copowycs

\$30.00 to \$35.00

Effective Dec. 1, 1938.

L. Baty

[fol. 4027]

January 12, 1939

Miss Pauline Hartman:

Please make the following changes in the payroll effective with Jan. 1, 1939.

	Increase	New Rate
Kathleen Denzel	2.50	30.00
Carrie Abrams	2.50	32.50
Kathryn Rosen	2.50	32.50
Pearl Collins	2.50	32.50
Grace Gnotta	2.50	32.50
Martha Gorman	2.50	30.00
Nellie Biggs	2.50	27.50
Pearl Atchison	2.50	30.00
Margaret Martin	1.90	27.50
Bernice Bryant	1.90	27.50
Adeline, Bailey	1.90	27.50
Alvin Riefel	3.00	33.00
Clyde Davidson	2.50	30.00
William Frederick	5.50	33.00
Otto Dranshek	2.50	25.00
Charles Hamilton	2.50	22.50
Gertrude Gorham	2.50	27.50
Jessie Forsen	2.50	25.00
Charlotte Casey	2.50	25.00
Doris Emig	2.50	25.00
Mary Hall	2.50	25.00
Thelma Sachen	2.50	25.00
Ruby Scott	2.50	25.00
Heath Cowan	2.50	40.00
James Dunn	2.50	27.50
Wood Reynolds	2.50	22.50
John Berry	2.50	25.00
Dearn Tutt	2.50	25.00
W. S. Riley	3.00	20.00
Fred Ellis	2.50	42.50
Roy Beller	2.50	42.50
Raymond Smith	2.50	37.50
J. H. White	2.50	30.00

L. Baty

[fol. 4028]

3/15

Ora Wachtel

Increase from 25.00 to 30.00 wk. as of 3/13/39

L. Baty

[fol. 4929] (Respondent's Exhibit 12.)

Date 7/12/39—Witness Stites.

March 18, 1937.

Mrs. Reed: "I want to say that I am awfully happy to have this opportunity to tell you how proud I was when those girls wrote the petition out, and—well, I have had lots of nice things happen to me in my lifetime, but I have never had anything that made me so proud and so happy as that list of names that came to my house. Many of those girls I had worked with—and who had really helped to build this business into what it is now.

Over a period of twenty-one years we have built up an institution which anybody can be proud of, anybody connected with it. I had a letter from one of the girls last night telling me that she had worked for the Donnelly Garment Company but she wasn't ashamed to tell anyone that she had worked for a garment company. When Mr. Dubinsky put Mr. Reed into the garment business—he didn't know he was in it before—he said he would not be ashamed to belong to the Donnelly Garment Company.

We have an institution we can be proud of. You folks are just beginning to be initiated into the knowledge of just what kind of a business we are in, and some of the people that are in it.

A great many years ago when I first started, a man in St. Louis said, "You know you have to have two fires and a failure to stay in that business". We have not had any fires or any failures yet. We are twenty-one years old and we are pretty well grown up, and I think we know how to run our own business.

[fol. 4930] Just from a practical standpoint, let me say that this business has grown up around the policy of year-around work. Up until the time of the depression we practically kept that up. I increased my business in the fall of the year and I increased my machines, and then we always had plenty of business the next spring. In the spring when the depression came on I put new machines in with the idea that I had the business and that

I could give a certain amount of work to a certain number of women for a few months. A number of you will remember that the old girls agreed that they would share their work with the new ones that fall if they had to. They did not have to very much, but they did a little. By the time the next spring came along the new ones were the old ones, and they wanted to work too, so we have made every effort in the world to keep the plant going.

We have built up a Nelly Don garment, and we have built up a Nelly Don trade, and each time we get up a line we try to make something that enough women will buy to keep our plant running. There has been so much talk "Mrs. Reed isn't interested any more; Mrs. Reed doesn't care anything about it any more, etc." Mrs. Reed may not work as many hours as she used to, but the burdens on her are bigger now than ever. No matter what anybody else may say, I'll be right here running this business.

I know you are thinking about the threats of violence that the Union is making against you and the company. I want to say that the Company and I intend to do every-[fol. 4931] thing possible to protect you in case of any violence. We are now trying to make arrangements with the street car company for its busses to go to certain points and pick you people up and bring you to the plant. We will let you know about this as soon as arrangements can be made.

Many of you have been here for a number of years and you know that you have never been asked whether or not you belong to a union. The company has not discriminated against anyone on that account and Mr. Dubinsky is not going to make me discriminate against employees because they would not belong to his Union. If you want to belong that is your own business and it is up to you to decide. I will say that neither Dubinsky or any other buttinsky is going to intimidate me or the Company into forcing you to join the International Union against your will.

I can't say at this time what will be done to protect you against violence, but the company's attorneys will con-

sider what legal steps might be advisable. In any event, you can understand that the company will not submit to any unlawful attacks lying down.

[fol. 4934] (Respondent's Exhibit 14.)

Date 7/13/39—Witness

Dr. Peter T. Bohan

Plaza Medical Building

Kansas City, Missouri

Dr. James H. Danglade

Dr. Maxwell G. Berry

July 13, 1939.

National Labor Relations Board,
Scarritt Building,

Kansas City, Missouri.

Attention: James C. Batten,
Trial Examiner.

Gentlemen:—

Reporting on the physical condition of Mrs. James A. Reed.

Operation on right shoulder in Iowa City in February and has carried her arm in a sling ever since.

Tonsillectomy at St. Luke's Hospital about two months ago, and she had a very stormy convalescence.

Because of her extreme exhaustion, weakness, and highly nervous condition a prolonged period, perhaps a number of months, of absolute mental and physical rest was advised.

For four or five weeks she has been up north under the care of a trained nurse. In my opinion, there is a defi-

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nite contraindication to her returning here to testify or even to giving a deposition where she now is.

Very truly yours,

P. T. BOHAN.

PTB:ar

[fol. 4937] (Intervener's Exhibit 2.)

/ Date 6/20/39—Witness Todd.

The Donnelly Garment Sales Co.
The Donnelly Garment Company.
Kansas City, Missouri

Gentlemen:

This is your authority to deduct from my first pay check each month, twenty-five (25¢) and turn this money over to the Donnelly Garment Workers Union as payment of my dues.

Signed

[fol. 5030] (Intervener's Exhibit 19.)

7/13/39—Witness

Rose Todd, General Chairman

At your request, I am asking withdrawal of my name from the Donnelly Garment Workers Union.

(Signed) DEWEY ATCHISON.

[fol. 5031] (N.R.A.—J.M.C. Exhibit 1.)

Extracts From Testimony of MRS. ELLEN FRY on February 26, 1935.

(Pages 12 to 47)

- p. 12 Q. (By Mr. Rucker) Your name is Ellen Fry?
A. Yes, sir.
Q. Where do you reside? A. 1432 Summit.

p. 16 Q. Did you hear anyone in authority—I mean by that persons having jurisdiction over you—make any statements at any time about July 1933 with reference to the necessity for weeding out or discharging employees who could not make the code?

A. Yes, sir.

Q. By whom did you hear those statements made?

A. I have heard them made by my instructor.

Q. Well, name the person. A. Mrs. Allison.

Q. By any other person?

A. Yes, sir; Mrs. Reeves.

p. 17 Q. Mrs. Reeves? A. Yes, sir; Mrs. Reeves.

Q. Now, is it a fact that a number of employees were let out about that time, if you know?

A. Yes, sir.

Q. Were you among the persons let out at that time? A. No, sir.

p. 21 Q. Two or three weeks is all right. Are you a member of the International Ladies' Garment Workers' Union? A. Yes, sir.

Q. When did you join?

A. In August 1933.

[fol. 5032] Q. Was there anything said, so far as you know, at the Donnelly factory at that time about your having joined the union?

A. No. Nobody knew a thing about it.

Q. Well, you mean by that you didn't say anything to anybody about it?

A. No, sir.

Q. All right. Now, I will ask you if you were aware of the fact that on the 15th day of March 1934 there was a mass meeting of employees of the Donnelly Company, called for the purpose of discussing the feasibility and practicability of forming a union among the workers. A. March?

Q. March 15, 1934.

A. The employees of Donnelly called that?

Q. No.

A. A mass meeting?

Q. Was there a mass meeting among certain of the girls?

A. Yes, there was a mass meeting.

Q. Where was it held?

p.22

A. Eagles' Hall. No, Musicians' Hall.

Q. Musicians' Hall? A. Yes, Musicians' Hall.

Q. Now, do you know whether there was in attendance at that meeting a person who apparently was taking shorthand notes of what was said there by the various people?

A. Yes, sir.

Q. Did you or any person who you know of who was employed at the Donnelly factory and who met there for this purpose—I mean by that employees in your class—have anything to do with employing this stenographer?

A. Well, I couldn't say that I know—

[fol. 5033] Q. I say, do you know anything about it? Did you girls employ him or not?

A. No, we did not employ him.

Q. That's what I want. You don't actually know who did employ him, do you?

A. No.

Q. Now, how many, approximately, of the Donnelly employees attended that meeting on March 15, 1934?

A. There weren't very many of the girls, the operators, attended, but the entire officials attended; all the instructors and a good many of the others. Mrs. Reeves attended and a good many more.

Q. Now, can you give me approximately the number of girls?

p. 23

A. Not over 10 or 15.

Q. 10 or 15. You speak of Mrs. Reeves; Who is Mrs. Reeves, and what position does she occupy there in the Donnelly factory?

A. Well, some say that she is the factory manager, and some say production manager.

Q. Well, did she have authority over you? Did her rank go higher than yours? A. Oh, yes.

Q. Were you required to take instructions from her and obey whatever orders she gave you?

A. Whatever orders she gave, we had to obey; yes, sir.

Q. Now, shortly after the 15th day of March 1934 did Mrs. Reeves call you at her office?

A. She did.

Q. And did she question you about your union activities? A. Yes, sir.

Q. Now, tell the Board, just as nearly as you can, what was there said by Mrs. Reeves and by you.

[fol. 5034] A. The first question she asked me when I entered the door was if I belonged to the union; that she knew I had attended the meetings because she had seen me there. I told her, "Yes, sir." Then she wanted to know how long I had been a member. Well, I didn't figure that that was—

Q. Don't say what you figured. Just tell what was said.

p. 24 A. So I told her I had belonged a long time. So she asked me what good that the union could do for me. And I said, Well, I didn't know. She asked me how much it cost me to join the union, and I told her; that it cost me \$1 to join. She says, "What's your dues?" I said, "25 cents a week." She says, "Well, I can't understand why that you girls want to join that old union and pay 25 cents a week dues." she says, "On account of", she says, "here we talk our heads off to get you to pay 17 cents for insurance, and we pay \$50 a square foot for the cafeteria, and give them that in order that they can sell the girls 4-cent coffee."

And then she came to me again, and she says, "I want you to tell me just exactly what that union is doing for you girls. Is it giving you your jobs?" And she kept me three hours, just questioning me and cross-questioning me back and forth over what the union was going to do for me. And if I would rather have the union, why didn't I go to the union and work?

And I told her I was perfectly satisfied to work at Donnelly's; that I had been doing my work satisfactorily, had few repairs. And she said she couldn't understand why I wanted to pay out 25 cents a week and go down there and attend that union. And that was the whole run of the conversation from the start to the finish.

p. 25

Q. (By Mr. Rucker) Now, you were not docked, of course, for that time you spent in the office?

A. No. I told her during that time I couldn't make my average sitting there talking to her about the union while I wasn't sewing, so she told me that she would pay me the time I was in the office.

Q. And she did do it? A. Yes, sir.

Q. Now, shortly thereafter, after this occasion and occurrence about which you have just testified, did a group of the girls meet at the home of one of the girls?

A. Yes, sir.

Q. Do you remember how many girls were there, approximately? A. Well, I think 7 or 8 of us.

Q. At whose home did you meet?

A. Well, it was an outsider's home. I cannot recall the woman's name. I had never met her before. But we met there with the Burns girls.

[fol. 5035]

Q. The Burns girls are connected with some union, are they?

A. Yes. Marian Burns is the president of the Women's Trade League here in Kansas City. The other girl is a stenographer.

Q. President of what?

A. The Women's Trade League.

Q. That's a union affiliation, is it, or organization? A. Just an organization.

Q. Did you discuss the formation and organization of a union there that night?

A. Yes, sir.

Q. At this woman's home?

p. 26

A. Yes, sir.

Q. Do you know whether cards were passed either at the meeting of March 15, 1934, or at this meeting at the residence, where the girls signified their intention of joining the union?

A. It was at the residence.

Q. At the residence? A. Yes, sir.

Q. Did the girls who met there on that occasion sign up? A. They did.

Q. All of them? A. Yes, sir.

Q. Did they all pay in at that time?

A. No, they did not.

Q. Sign an application card?

A. They signed an application.

[fol. 5036] Q. All right. Now, were any of those girls let out at the Donnelly factory shortly after that occasion?

A. After that occasion, yes, they were let out.

Q. How many of them? A. All of them.

Q. All of them? A. Yes, except one.

Q. Except one? A. Yes.

Q. Who was that one? Do you remember?

p. 27 A. Cordia Huntley.

Q. Just give testimony about facts that you know of yourself. Now, after the occasion of your meeting over there at this residence, were you continued on in the same kind and character of work that you formerly had?

A. Just the minute they found out I was a union girl the attitude changed in the section. My instructor immediately put another girl in my work, and when we ran out of that work, she continued with keeping the other girl on the work I had been on and gave me this other girl's work.

p. 28 Q. What was the difference?

A. Well, I was joining, and had been joining ever since I had been in her section this time.

Q. (By Dir. Pratt) Whose section was that?

A. Mrs. White's.

Dir. Pratt. Mrs. White's.

Q. (By Mr. Rucker) What did she give you to do?

A. She gave me an operation of tucking, where I had to tuck 120 tucks for 25 cents.

[fol. 5037] Q. Was your work frequently changed about that time?

A. After that, why, it was changed.

Q. And how often?

A. One time I kept count of it, and I was changed seven times in one day.

Q. Now, when your work was changed could you make the code?

A. No, sir; I could not. I went to Mrs. Reeves about it.

Q. Now, when were you laid off? A. July 10.

Q. 1934? A. Yes, sir.

Q. Were you taken back? A. No, sir.

Q. Did you go to Mrs. Reeves after that time?

A. I did.

p. 29

Q. What talk, if any, did you have with her?

A. Well, I told her that I could not—that I did my work right, and that I knew that I was one—had received more money according—that is, above the code or around the code—than the average one in that section, because I had made it a point to find out how the girls' checks were. And at that time when I was laid off they said they were laying off the lowest girls in the section, and I knew it wasn't so. And that I had to work; that I had a family of four children and an invalid, my husband's father, with us, and that I had to work in order to support them, and that he didn't get very much money.

And Mrs. Reeves told me that that was not a charitable institution; that if I was going to lose my home that I could go to the Federal Loan Association and apply for a loan. And I told her that I had gone to the Federal Loan, but that wasn't meeting the expenses; that I wanted to work; that I hadn't done anything to cause myself to be laid off; that they had always kept the best operators, and, being that they had kept me before and all,

that I would rather have my work. She said, "Well, go some place else, then. I don't know when we can ever put you back."

[fol. 5038] Q. Did she ever say anything to you about going to the union?

A. Yes. She said if I wanted work so bad to go down to the union and let them get me something to do.

Q. Had you been active in union work before you were laid off?

p. 30 A. Yes, sir.

p. 31 Q. (By Mr. Reed) And as far as you know, there isn't a single one of the managers of the Donnelly Garment Company that knew on July 10 that any of you girls had had that meeting, as far as you know? That's the truth, isn't it?

A. No, it isn't. But I am not supposed to answer that.

Mr. Rucker. Q. Answer any questions the Senator asks you.

A. All right. I know Mrs. White knew everything about it.

Q. (By Mr. Reed) How do you know she knew about it? Did you tell her?

Mr. Rucker. Just a minute. I insist the witness be permitted to answer. She started to answer. Now, go ahead.

Dir. Pratt. Q. Yes, take your time, Mrs. Fry, and just tell—

Mr. Reed. But when she says she knew it, I am asking her, before that sort of an answer goes in, if she ever told Mrs. White prior to July 10.

A. Cordie Huntley came to me and told me, is the way that I knew that Mrs. White knew that we had the meeting.

Q. Cordelia Huntley told you? A. Yes.

p. 32 Q. When did Cordelia Huntley tell you?

A. Cordelia Huntley told me that—

Q. When did she tell you, I asked.

A. After this meeting.

Q. How long after the meeting?

A. I couldn't tell you exactly, because I never put that down.

[fol. 5039] Q. Well, about how long?

A. It was before the lay-off.

Q. Well, how long before the lay-off?

A. About 1 week.

Q. Now, where were you when she told you?

A. I was standing at my machine.

Q. Well, since you have brought Cordie Huntley in, what did Cordie Huntley tell you?

A. Cordie Huntley told me, she says, "I am telling you as a friend", she says, "Mrs. White is going to frame you to get you out of this section because you are a union girl. She doesn't want any union girls in this section."

Q. That's what Cordie Huntley told you?

A. Yes, sir.

Q. But Mrs. White didn't tell you?

A. No. I know Mrs. White didn't. I told you why I knew that; that Cordie had told me.

Q. That Mrs. White said she was going to frame you? A. Yes, sir.

p. 34 Q. Well, we will pass that. You were employed on July 14, 1931, were you not?

A. Yes, sir; that's when I was employed.

p. 42 Q. Well, when were you given this hard work? Just since you joined the union or before?

A. Well, I have been given hard work lots of times, but when they joined the union is when they made the discrimination.

Q. You say they changed you seven times in one week? A. In one day.

p. 43 Q. In one day? A. Yes, sir.

[fol. 5040] Q. Now, as a matter of fact, don't you know that that isn't the case?

A. I absolutely know it is.

Q. Isn't there a record kept down there on everything you worked on?

A. I beg your pardon?

Q. What were these seven operations that you were given down there on one day?

A. Well, I can't recall just exactly at the time, but you can give me binding or you can give me piping—

Q. Well, what did you have that day? That's what I want to know.

A. I don't exactly recall the seven different ones in that day, but I recall how my total went down in that day. I couldn't make no \$3 a day, and no one else could, and change like that.

Q. What day was that?

A. That's beyond my recall. I had no idea that I would have to bring it up at the time.

Q. Well, you went right on working after that, didn't you?

A. I was laid off on Friday after that, during the same week.

Q. (By Dir. Pratt) This time when you got the seven different operations was 3 or 4 or 5 days prior to the time you were laid off?

A. It was during that last week; yes, sir.

p. 45 Q. All right. You spoke of a young lady down there as Cordie Huntley. (By Mr. Reed)

A. Yes. Mrs. Reeves knows her. She's a personal friend of Mrs. Reeves.

p. 46 Q. Well, you went to Mrs. Reeves and told Mrs. Reeves that Mrs. White didn't like you, didn't you? A. No, sir; I did not.

Q. What did you tell her?

A. I went to Mrs. Reeves and told Mrs. Reeves that Mrs. White, since she had found out that I belonged to the union, was not treating me fair.

Q. That's that one conversation that you have referred to before? A. Yes, sir.

[fol. 5041] Q. Same one? A. Yes.

Q. Now, you know Mrs. Reeves investigated that, don't you? A. I couldn't say.

Q. Now, you didn't tell Mrs. Reeves that Mrs. White—well, I will use a slang expression—

"had it in for you" on account of the union, did you?

- A. I told Mrs. Reeves that Mrs. White wasn't treating me right since she found out I was union; that she immediately took me off my work that I had been making my average on, and that she put me on something that I couldn't make it, and she knew that I had never did that kind of work before.

[fol. 5042] Extracts From Testimony of MRS. THELMA OWEN on Febr. 26, 1935.

(Pages 48 to 91)

Vol. I

- p. 48 Q. Your name is Thelma Owen? A. Yes.
 Q. Where do you live?
 A. You mean my address?
 Q. Yes.
 A. 1317 Troost.
 Q. Were you ever employed by the Donnelly Garment Company? A. Yes, sir.
 Q. Do you remember when your first employment was? A. It was in August of 1924.
 Q. How long did you work at that time?
 A. Well, I worked about 2 or 3 years. I don't know the exact date. I was off and called back in 5 weeks.
- p. 49 Q. And do you remember how long you worked then?
 A. Well, a couple or three years. I don't know exact.
 Q. Without any interruption? A. Yes, sir.
 Q. Now, do you speak now of the time when you came back to work in 1929?
 A. I remember that very clearly.
 Q. Well, is that the time when you worked 2 or 3 years again?
 A. No. I have worked from 1929 until 1934.
 Q. All right. From 1929 to 1934? A. Yes.
 Q. I think that's far enough back. Now, when were you laid off?

A. I was paid with a paid vacation the last week in June; was supposed to come back to work July 9. They sent me a letter and told me it would be a few days before I could come back. And then they sent me another letter and told me that they didn't see fit to call me and for me to look elsewhere for work.

Q. Have you joined the Ladies' Garment Workers' Union?

A. I had filled out my application--

Q. I say, have you joined? A. Yes, sir.

Q. Now, when did you actually join?

A. I joined the 13th day of November,

[fol. 5043] p. 50 Q. 1934? A. Yes, sir.

Q. When had you filled out the application blank? A. In the spring.

Q. In the spring of 1934? A. Yes, sir.

p. 51 Q. At the time you went back to Mrs. Reeves with reference to your re-employment, did she say anything to you about your union activities?

A. Well, I was working, and they transferred me to a small section of the ninth floor.

Q. Now, listen. After you were laid off and were told to come back, did you have a talk with her? A. She called me to her office.

Q. Now, at that time was anything said about the union at all? A. Yes.

Q. Now, just tell the Board what was said.

A. She said, "Thelma Owen, why did you go to old Meyer Perlstein's office and call me?" "Why didn't you come to me? We have got together and have thrashed this thing out." She said, "Why don't you go out and get you a job keeping house?" I said, "Mrs. Reeves, after working in the factory 10 years I think I would be a very poor housekeeper."

p. 52

So I said, "I thank you for the many nice things you have did for me, and think just as much of you as I ever did. I like all my instructors and you also." And she said, "Well, Thelma, I may get soft-hearted again,

but don't make a mountain out of a mole hill." Those were my last words with Mrs. Reeves.

Q. Had you gone to a union meeting before you were laid off? A. I had.

Q. Had you talked in favor of forming a union group out there before you were laid off?

A. I did.

[fol. 5044] p. 54 Q. Now, was there any other thing said by any person who was your superior there to you about your union activities or the formation of a union unit out there except what you have already related?

A. Yes.

Q. What is it, and when was it?

A. Well, I worked for Mrs. Reeves and always made my code. Then they transferred me upstairs on the ninth floor to a smaller section. Having to make my own living, and looking after my mother and father—

Q. Just tell the facts. That's all the Board is interested in.

A. Well, I asked to have a talk with Mrs. Reeves, and she called on a Monday and said I could talk to her. I went up there and talked to Mrs. Reeves. She asked why I didn't want to be transferred. I told her it being a small section, it would be the first one to be closed down. And she looked at me and shook her finger in my face, and she said, "Thelma Owen, you have nothing to worry about. You have never been laid off for being a slow operator; and you go right back to work for Mrs. Nannie Barger. She needs you, and you will get along just swell."

p. 55

But she said, "Are you a union member?" And I said, "Mrs. Reeves, I have never paid 5 cents union dues in my life." And she said, "It's funny, but somebody said today, 'Did Thelma get transferred because she is active in the union?'" And the reason I didn't tell Mrs. Reeves I was going to the union was because I would lose my job.

p. 59

Q. Now, it was the custom down there to give the operators who had been there some time two weeks vacation with pay, wasn't it?

A. Yes.

Q. Yes. And you took your vacation and got your pay? A. Yes, sir.

Q. At that time you didn't belong to any union?

A. I had signed my application early in the spring.

Q. You signed it early in the spring; six or seven of you girls. Have you got that application?

A. I think you can get it.

p. 67

Q. You didn't know that if you sent out a dress with half the number of stitches—

A. That's what they have instructors for there.

[fol. 5045] Q. Yes, to catch you. You make the mistake and then trust to the inspector to find it, is that it? A. May I say one thing?

Q. Just answer the question.

A. Will you repeat that question, please?

Q. I say that you went on and made these goods, and you say it was the inspector's business to find it out. You were willing to do that sort of work down there?

A. I was not. I showed my work to the inspector before I turned my bundle in. She said they had other bundles turned in—

p. 74

Q. At the time you took your vacation, what decided you to take it? Who did you talk to about that?

A. They tell you when to take your vacation.

Q. Well, who told you?

A. Our instructor. Our whole section taken their vacation at the same time.

Q. Who was that? A. Mrs. Neimeyer.

Q. And she told your whole section to take a vacation? A. Yes.

p. 78

Q. But you know you were not a member of the union until you paid, didn't you?

A. It was my understanding I was.

Q. It was your understanding you were?

A. Yes.

- Q. But it was after that you told Mrs. Reeves you didn't belong to any union?
- A. For fear of losing my job.
- Q. And you told her that, didn't you?
- A. I did. I didn't tell her I didn't belong to the union. I told her I had never paid 5 cents union dues in my life.

[fol. 5046] Extracts from the Testimony of GLYNN BROOKS
on Febr. 26, 1935.

(Vol. I, Pages 138 to 180)

- p. 138 Q. (By Mr. Rucker) Your name is Glynn Brooks?
- A. Yes.
- Q. Where do you live?
- A. 2206 East Sixty-seventh Terrace.
- Q. Were you formerly employed by the Donnelly Garment Company? A. Yes.
- Q. Do you remember approximately when you entered the employ of that company? A. Yes.
- Q. When was it?
- A. Well, it was in December, about the 16th, 1924.
- p. 139 Q. How long did you work there?
- A. Up until last July, about the 12th.
- Q. July 1934? A. Right.
- p. 141 Q. Now, do you now belong to the Ladies' Garment Workers' Union? A. Yes, I do.
- Q. When did you join?
- A. Well, I made application last spring. I imagine in March or April.
- Q. Now, after you had made the application did you, during the noon hours and after hours, talk to the girls then about becoming members of the union? A. Yes, I did.
- Q. Did you attend union meetings before you were discharged? A. Yes.
- Q. Now, did you have a meeting at your home of girls to discuss the question of forming a unit of the union? A. Yes, I did.
- Q. Do you remember when that was?
- A. Well, it must have been in the latter part of June?

Q. June 1934? A. Yes.

[fol. 5047] Q. And you were discharged in July?

A. Yes.

Q. Now, after that meeting at your home did you notice any difference in the attitude of your superiors towards you?

A. Well, I think I did.

p. 144 Q. Now, did you go back and try to get reinstated? A. Well, I did, yes.

Q. And to whom did you report down there?

A. Well, I heard through a friend of mine —

Q. No. I say, to whom did you report when you went down?

A. Well, I went down to Ella Mae Guerrant at that time.

Q. Did you talk to Mrs. Reeves?

A. Yes, I did.

Q. Did you ask her why you couldn't return to work? A. Yes.

Q. What reply did she give you?

A. Well, she told me that I hadn't been making the code.

p. 147 Q. Now, did any officer or person whose place was superior to yours, connected with the Donnelly Company, ever say anything to you or to any other person in your presence about union activities there? A. Yes, they did.

Q. Now, tell the Board just what was said.

A. Well, I had a friend and a sister who worked over in another section, in Pearl Cleveland's section, and during my lunch hour I went over and I talked to this friend of mine and asked her if she would like to come down and visit one of our meetings. And she said: "Well, listen, Glynn, that union is all right, and I am for it, but Pearl tells me whatever I do to stay out of that union; if I don't, I will lose my job; and you know I can't afford to be out of work. I have my little daughter to support." And I said, "Well, if you would come down and listen to some of their meetings and hear the good they can do for

[fol. 5048]

p. 148

us, I don't think you would be afraid." But she wouldn't at that time. I didn't talk to her any more. But she told me at this time, "Pearl says, 'Now, be sure and stay out of there because it's going to cost you your job if you don't.'" And I talked to several girls in this particular section who told me the same thing.

Q. And that's your reason for saying in your statement that you believed it was on account of your union activities that you were laid off?

A. It certainly is.

p. 161

Q. (By Dir. Pratt) Mrs. Brooks, have you any thought or any knowledge or any reason to believe that the officials of the Donnelly Garment Company knew of this meeting that you had?

A. I have every thought that they believed this.

Q. What's that?

A. I really do. I believe they knew about this meeting that I had.

Q. Now, on what is that belief based? Why do you think that?

p. 162

A. Well, because a very good friend of Mrs. Reeves was at this meeting, and she taken out an application the same as I did, and soon after it she just shunned us all and quit. And she was called upstairs a day or two after I was laid off.

Q. Your thought is that this good friend of Mrs. Reeves told Mrs. Reeves—

A. Absolutely.

Q. —who was at this meeting?

A. Yes. And she was one of them. I brought her out to my home and gave her a nice dinner.

Q. Who was this? A. Cordie.

Q. Do you know her last name?

A. No, I don't. Because she told me time and time again of doing things for Mrs. Reeves' mother and what good friends they were.

[fol. 5049] Q. Have you anything other than your thought or suspicion to base that on?

- A. Well, I don't absolutely have any pure facts, but all indications in the world point that way.
- Q. Now, you say all the conditions:
- A. "Indications."
- Q. Now, what are those in your mind?
- A. Well, I know that I always did hard work in our section—that is, tedious work and samples and things of that kind—and I very seldom had any repair.
- p. 163 Q. Did you ever ask this Cordie whether she did tell Mrs. Reeves?
- A. I have never seen Cordie since.
- Q. Since you were discharged, or since you had this meeting?
- A. Well, I have seen her, yes. Since I was discharged, I have seen her. But not since I got called back, is what I mean.
- Q. And you have never asked her whether that was—
- A. ~~I have never talked to her about it, no.~~
- Q. Did Cordie join the union later?
- A. Well, she has never come to any of our meetings, I know that.
- Q. (By Mr. Birkhead) She doesn't attend any of your meetings? A. No.
- Q. (By Dir. Pratt) But she is the one whom you think told Mrs. Reeves about it?
- A. I think so, yes.
- Q. (By Mr. Doud) You say there was a meeting held out at your place? A. Yes.
- Q. At this meeting did anybody advise that the signing of these applications would put you under the jurisdiction or, you might say, the help of the union?
- A. I didn't get that question clear, please.
- [fol. 5050] Q. In signing these applications was it explained that in signing these applications that the union officials had pledged help or protection in helping you along until the union was organized?

p. 164 A. Well, we thought to sign those applications that it would show that we were for the union.

Q. And they explained to you that you didn't have to pay dues— A. Yes.

Q. —until the union was organized? A. Yes.

Q. But that the union officials would help along with it, is that it? A. Yes.

Q. After these meetings was it common knowledge around the plant of who attended the meetings?

A. Why, yes, it was talked in our section.

Q. During the dinner hour when it was talked, did it seem to be common knowledge of who had attended these meetings and who had signed the blanks? A. Yes, it did.

Q. Did that gain credence or gain headway by you people who were holding these meetings, or was it being dropped by some who had failed to attend the meeting?

A. I don't quite understand that question.

Q. Who would start those rumors of that kind? Would it be the ones who had attended these meetings and signed up, or the ones who had not?

A. Started the rumors over the building about us being members?

p. 165 Q. Yes.

A. Well, I really don't know. I would just have different girls come to me and say, "Well, I heard you had a dinner out at your house, trying to organize a union."

Q. They didn't say who it was heard from?

A. No, they didn't tell me who.

[fol. 5051] Q. Was there anything expressed in these rumors as to the management's attitude toward the union? Was there any caution to keep still?

A. Yes, there was until we were organized, so there wouldn't be any disturbance or any trouble in the plant. We didn't mean to hide it — we didn't care for that — but we just

didn't want to have a lot of trouble, because, you know, you want to protect your job and get along and do the best you can.

Q. What I want to know, was there anything in these rumors that would indicate that the management had expressed a desire for the union not to be organized? A. No.

Q. That didn't come back to you at all?

A. Well, I don't know if I get that question clear. I don't know why I can't. I can't hear very well.

Q. In these rumors that came back to you that were discussed, was there anything in those rumors that would indicate that the executives of the company or your foremen or, as I understand, your instructors didn't want to see a union organized?

A. Why, certainly.

p. 166 Q. That came back to you through those rumors?

A. Yes.

Q. That's what I wanted to get.

A. Why, certainly, we knew that.

Q. (By Mr. Birkhead) I wanted to ask you, how many girls did you have out to your house for your dinner?

A. Well, I think, as well as I remember, it was about 12 or 13 girls.

Q. And how many of those girls have been discharged? A. Well, all of them except one. All except one?

A. Yes. And that's this, Cordie. That's one reason I feel that she was our spy.

[fol. 5052] Extracts From Testimony of Miss MAMIE TUBBESING on Febr. 26. 1935.

(Vol. I Pages 181 to 200)

p. 181

Q. (By Mr. Rucker) Your name is Mamie Tubbesing? A. Yes.

Q. Where do you reside? A. 1620 Lister.

Q. Were you recently employed at the Donnelly Garment Company? A. Yes, sir.

- Q. How long did you work there?
 A. Nine years.
- p. 182 Q. What was your particular work out there?
 A. Binding.
 Q. Did you ever assist in instructing or act as assistant floorlady or anything of that kind?
 A. I assisted the instructor.
 Q. You assisted the instructor? A. Yes.
 Q. For how long a period?
 A. About 3 months.
 Q. When was that? Do you remember?
 A. In the spring of 1934.
 Q. Did you work on sample lines and try-outs?
 A. Yes, sir.
 Q. Silk and wool lines? A. Yes, sir.
 Q. And cotton? A. Yes, sir.
 Q. You worked the whole line, did you?
 A. Yes, sir.
- p. 183 Q. Do you belong to the union?
 A. Yes, sir.
 Q. When did you actually join?
 A. October 1934.
 Q. Had you signed an application card before that time? A. No, sir.
 Q. Had you talked about it? A. Yes, sir.
 Q. When were you laid off? A. October 3.
- [fol. 5053] Q. Before October 3 had you talked out at the factory during the noon hours and had you talked to girls after work hours about joining the union? A. Yes, sir.
 Q. Had you expressed your intention of becoming a member of the union before you were laid off? A. Yes, sir.
 Q. Now, before your lay-off did you go out and make individual calls on girls and discuss with them the advisability of becoming members of the union? A. Yes, sir.
- p. 184 Q. Now, after you were laid off, did you talk to Mrs. Reeves about when you would be called back to work? A. Yes, sir.
 Q. What did she say to you?
 A. She told me she didn't think they would ever call me back.

Q. Did she give you any reason why?

A. Yes, sir.

Q. What reason did she assign?

A. She said it was my attitude.

Q. What did she say, if anything, to you about the character of your work?

A. She said my work was satisfactory.

Q. But it was your attitude? A. Yes, sir.

Q. Did you ask her what she meant by that?

A. I asked her, "What attitude?" and she says, "You know what I mean."

[fol. 5054] Q. What did you tell her, now? Go ahead and tell the whole conversation.

A. I told her I didn't know, and she says, "Oh, yes, you do, Mamie"; and she says, "No, I don't think we will ever call you back."

Q. Did she ask you anything about your calling on the girls? A. Yes, sir.

Q. Just tell the Board, now, the conversation.

A. She asked me why I called on the girls and said all these terrible things about the Donnelly Garment Company, and I asked her, "What terrible things?" and she says, "That the wages are unfair and the girls don't make their average." And then she asked me if I really thought that was true, and I said, "Yes."

And she went on to tell me how hard they were trying to regulate those prices so that the girls could make their wages and the wages would be fair; and I told her maybe some of that time and money should be put on the wages. And she says, "Maybe that's true. Maybe the Donnelly Garment Company doesn't need me; maybe my salary should be put on those wages."

And she told me how hard she worked, how much time she spent down there; that she even worked nights about those things. And I told her I thought we owed it to our own personal beings that when we left work to leave it there; and she said, "Yes", that was true.

Q. Did she say anything to you about having listened too much to certain people?

A. Yes, she did. She said, "Well, Mamie, I think you have been listening too much to somebody outside"; and I told her that I had a mind of my own and I usually made my own judgments.

Q. Was that the extent of the conversation?

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A. Well, she told me about how the prices were set, you know, on the different ones, and asked me if I didn't think that it was better to let the girls work the entire year at \$15 rather than, you know, make a difference in the different kinds of work—that is, on the silks and wool and on the cotton.

Q. Now, was anything said about the union further than what you have already said?

A. Well, she told me, she says, "Mamie", she says, "you try working at one of these places that has this system of pricing and see how you like it, and then in 2 months you report back to me. If you find that you are wrong, maybe we can help you. If you find out that we are wrong, maybe you can help us."

[fol. 5055] Q. Did you have an instructor by the name of Patton while you were there? A. Yes.

Q. Did she ever make any inquiry of you about any union activities?

A. In the spring of 1934 in April she asked me if I had ever heard any of the girls talk about the union, and I told her "no", because at that time I had not.

Q. Did she express any opinion herself about the union? A. No, sir.

Q. Now, when you were finally let off, were you told that you would be called back?

A. Well, I asked Marie about that, and she said, "Don't take your things home; you are not laid off." That is, my uniforms and my scissors and bobbins and things.

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Q. (By Mr. Birkhead) Who is Marie?

Q. (By Mr. Rucker) Was she the instructor?

A. Marie Patton, my instructor.

Q. Now, were you ever called back?

A. No, sir.

Q. You tried to get back?

A. I went down to see Ella Mae about going back.

Q. You mean Mrs. Hyde? A. Yes, sir.

Q. Were you successful in getting reinstated?

A. That is at the time that Mrs. Reeves told me that they didn't think they would ever call me back.

Q. And have they ever called you since that time? A. No, sir.

[fol. 5056] Q. Now, did they ever at any time complain to you about your work? A. No, sir.

Q. During the 9 years you worked there?

A. No, sir.

Q. Do you know whether or not they have employed women of less experience than yours since you have been laid off? A. Yes, sir.

Q. Have they or not? A. They have.

[fol. 5057] Extracts From Testimony of MRS. ELIZABETH GATES REEVES on February 28, 1935, Volume 2, Pages 202 to 318, inclusive.

< By Mr. Rucker:

p. 202 Q. Your name please?

A. Elizabeth Gates Reeves.

Q. And you live in Kansas City, do you Mrs. Reeves?

A. I live in Kansas City, Missouri.

Q. You are employed by the Donnelly Garment Company, are you? A. Yes, sir.

Q. In what capacity?

A. I am production manager.

Q. How long have you occupied that position with the company? A. About eight years.

Q. And prior to that time were you associated with the Company?

A. Yes, sir, I was a clerk in the office, payroll.

Q. How long have you been connected in one capacity or another with the Donnelly Garment Company?

- p. 203 A. It will be fourteen years this March.
- Q. What are your duties as production manager, Mrs. Reeves?
- A. Well, along with production manager, I merchandise the line and I am general superintendent, I imagine, of the entire factory; I have charge of the factory, all the producing.
- Q. In other words, all of the young women who have testified, and others who occupy the same relative positions down there are under your supervision and control?
- p. 203 A. Yes.
- p. 207 Q. Now, do you know what they mean here by the statement they are forming this Loyalty League to refute untrue statements and propaganda circulated by the Union?

Mr. Reed: She had nothing to do with it. You are just asking her to interpret something somebody else wrote.

- Q. Are you in close contact with these people who are mentioned here, Mrs. Gray and Mrs. Strickland and Mr. Mulshe? A. No.
- Q. You don't see them very often?
- p. 208 A. No.
- Q. Are they there every day? A. Yes, sir.
- Q. Are they there every day? A. Yes.
- [fol. 5058] p. 208 Q. Are they under you?
- A. Mr. Mulshe is indirectly under me because he is a cutter. Mrs. Strickland is not and Mrs. Gray is very indirectly.
- Q. Now, you did hear of the fact that there was going to be an effort made to form some sort of a league, didn't you? A. No, I didn't.
- Q. Was the first notice of it that you had when you found it in this publication?
- A. No. The first notice I had of it was when I was asked—told about it and was asked if I would like to become a member.
- Q. And did you decline? A. No, I did not.
- Q. Did you become a member?
- A. Yes, I did.

p. 210 Q. Just forget about that, forget about the League. I will ask you if this conversation occurred between you—

Mr. Reed. When?

A. When?

Q. Approximately about December 12, 1934?

A. A conversation did occur between Virginia Stroup, and Frances Reidel and myself and this was the conversation and how it happened to occur. Virginia Stroup and Frances Reidel went into their section one morning in December and immediately announced to their instructor, "I belong to the Union now and I can do as I want to; we have our feet on the ground, you cannot lay us off."

p. 217 Q. And did Virginia say "the organization of the Donnelly Garment employees, I am the chair lady?"

A. Yes, Virginia announced to me that she was now the chairman of the Nelly Don Union and I said "I never heard of it, what is it Virginia" and she said "well, you better call up the Union and find out," and I said "who put you there Virginia; and how did you happen to be the chairman." She said "you better call up the Union and find out, they will tell you all about it", and I said "well, Virginia, it seems to me that if any steps like that was taken that it is up to them to notify us of your position and so forth. It is all news to us." I said "what are your duties Virginia." She said "I am to investigate any time that anybody is laid off." I said "by whose authority" and she said "well, call up the union and find out." And I said "well, Virginia, as far as I am concerned I don't recognize you as having any authority whatsoever." I said "nobody has ever notified me or told me; no operator, no girl has ever said to me that they wanted you to represent them or to the Donnelly Garment Company in any way."

[fol. 5059] p. 220 Q. Didn't you, in that same conversation say to Virginia "by the way, what is your office" and did she not reply to you "I am to find out why you lay a girl off and take it to the office."

A. I didn't have to ask her—

Q. I didn't ask you whether you had to.

A. She announced to me what her position was and that is what she said.

Q. And told you she was to find out why you laid a girl off? A. Yes, sir.

Q. Didn't you say in reply to that statement by her "I don't see that that is any of your business. Mrs. Hyde, don't you put out any information about why we lay a girl off."

A. I certainly did. I didn't say to Virginia that it was none of her business; I asked her just by what authority that we should tell her and then I told her that as far as I was concerned I did not intend to give her any information and I authorized Mrs. Hyde not to give her any of the information. I didn't say what you said.

p. 221 Q. Now, at that point, did you not say "Virginia, just what is your organization for" and did she not say "Well, Mrs. Reeves, you call the office, they will tell you everything I have left out."

A. That took place.

Q. That took place? A. Yes.

p. 222 Q. You had a stenographic report of the meeting that had been held at the Eagles Hall of the various Union organizations in Kansas City, did you not? A. I did not.

Q. You went to the meeting?

A. Yes; I did.

p. 241 Q. (By Director Pratt) One more question. The last four weeks as to this Thelma Owen, according to the card these things did not occur, I mean there was no machine trouble and no time out, according to this card?

A. Well, Mr. Pratt, they did occur, and furthermore that is the only reason why we laid

Thelma off. Her instructor complained constantly and even then when Thelma wanted to come back I personally took it up with our instructors and I asked each one of them if they would not give her another chance and they just absolutely refused.

[fol, 5060] p. 245 A. Mr. Rucker, if I may explain our policy at the Donnelly Garment Company, maybe that will answer the question for you. Every week when we analyze our payroll cards there are three people that go over that payroll card, the instructor, Mrs. Wherry, who has charge of the factory and Mr. Atchison, my assistant.

Now, we analyze each one of those cards very carefully and consider what the operator has done during the entire week, what handicap she might have been under and we do quite a lot of things gratis, and then also we take in consideration if it is hard for them to handle new work and if it is, sometimes we give them an extra allowance, just to get started and then also we take into consideration that maybe a girl has had repair work and we don't want her to fall down too low because she is an \$18.00 operator and we will give her money gratis.

p. 261 A. Mr. Rucker, in hiring our employees, I want to explain that we take into consideration quite a number of things; first the quality of the work and then the quantity enters into it and then whether the operators are reliable, cooperative and obedient. Those are our requirements for a good operator.

Mr. Birkhead: What do you mean by obedient?

A. That they will do as they are told; when an instructor gives them work to do that they do it. . . . We get that report from our instructors. We always get our report from Mrs. Wherry who is in charge of the factory

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and Mrs. Tyhurst who has charge of the work, and the examiners.

Q. You are getting beyond the scope of my question entirely. What I am trying to get and I wish you would answer the question is simply this: Does the fact that these girls have made this complaint have any bearing upon your attitude as to whether you would employ them or not?

A. Well, Mr. Pratt, it is just like that. I certainly think these girls, by their statements up here, have not admitted in several cases where they have been disobedient, that they did not follow instructions, and I would not be human if I say that I don't take a little bit of that in consideration at this date. There are certain people that you like but it is not because of their Union affiliations whatsoever. I would feel exactly the same way if they were non Union or if they were white or black or Catholics or Protestants or whatever their nationality is.

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A. Nobody is let out of the Donnelly Garment Company unless four people pass on it. After we decide that we have to lay off a certain group or a number of people we go over our records with the instructor and she makes the recommendation because she is in close touch with the operator and knows the type of work the operator does and whether she is efficient, obedient, cooperative and reliable. After the instructor makes that selection it is checked by Mrs. Wherry who is in charge of our factory, who knows what is going on in every section of the place and Mrs. Wherry might make a suggestion, "Well, possibly we won't be able to use that girl in that section but we might be able to transfer her to another section." That is gone into very thoroughly. Then that group of people are taken up with Mr. Atchison and Mr. Atchison discusses them very thoroughly and he sees what they have made and

he knows the reasons about what happened each week because he analyzes each week our payroll cards with the instructor and Mrs. Wherry. We spend an awful lot of time and money and thought each week, that I don't believe there is another factory in the United States that spends two whole days going through their payroll each week analyzing the type of operator the girl is. We treat our people like individuals and they each have certain things that they can do and we classify them and so forth and then after that is [fol. 5061] p. 309 done it is brought up to me for a final O. K. and I go into all the reasons and whys and wherefores, and then if we all four agree that this group of people should be laid off, we lay them off. Like I repeated in the case of Thelma Owen, I had overruled the instructor and Mrs. Wherry and Mr. Atchison just about a month before she was finally laid off, and when it was brought up again to me with her past record I had to agree because I expect certain things of those instructors; they have to get out a certain quantity of work in order to make our factory efficient and I certainly expect to get out quality. Well, I cannot expect them then to keep people in their section that won't cooperate and won't help them maintain the quality and standard of our work so sometimes we do come along and say "well, maybe we can put this girl in another section and maybe she can get along a lot better". Does that answer your question?

[fol. 5062] Extracts from testimony of LILLIAN WALES on April 15, 1935.

Volume No. 3, Pages 321 to 330.

- p. 321 Q. (By Mr. Rucker) State your name, please.
 A. Lillian Wales.
 Q. How long have you been in the employ of the Donnelly Company?

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A. About 4 years, I think. I don't exactly remember.

Q. Are you a member of the union?

A. Yes, sir.

Q. Do you remember when you joined?

A. The 8th day of January.

Q. 1935? A. Yes, sir.

Q. Before joining the union, did you engage in union activities? In other words, had you contemplated joining prior to the time you did actually join? A. Yes, sir.

Q. Who is your immediate superior?

A. Mrs. Allison.

Q. And has she been for some time?

A. Yes, sir.

Q. At what building do you work?

A. Twenty-sixth and Walnut.

Q. Have you always worked in that building?

A. No, sir.

[fol. 5063] Q. How long have you been working in that building?

A. Since the 21st day of January.

Q. Where did you work before that time?

A. At Eighteenth and Walnut, on the eighth floor.

Q. Have you at any time had any discussion of the unionizing of the shop out there with any of your superiors? A. Yes, sir.

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Q. Now, just tell the Board, please, in your own way, with whom you talked and what the conversation was.

A. Well, I was sent over to the other building on the 21st day of January, and Mary Copowycz is our thread girl, and she came to me and asked me—

Q. (By Mr. Blume) What is the name?

A. Mary Copowycz.

Q. Is she superior to you? A. Yes, sir.

Q. In authority? A. Yes, sir.

Q. Does she have the power to hire or discharge you?

A. I don't think so. I really don't know.

Mr. Blume: Proceed.

Q. (By Mr. Rucker) Go ahead, now.

A. And she asked me why I joined. I told her because I wanted to and I thought it was right. And she insinuated that it was Frances—

Q. Don't say "insinuated."

A. She said Frances—

p. 324 Dir. Pratt: Q. Go ahead.

[fol. 5064] Q. (By Mr. Rucker) Go ahead now, please, with your testimony.

p. 325 A. Well, she said that, asked me why, and I told her; and she said, "Well, you know it won't do you any good." She said, "You can't get a job anywhere else." And then she went on telling me about how the union had been a long time ago, and I still told her I thought it was all right.

And she didn't have anything to say to me for quite a while; and several days later Mrs. Allison came to me and asked me, she said, "Why did you join this union?" and I said, "Because I thought it was right"; and she said, "Well, I would like to have talked to you." She said, "I believe if I could have talked to you that you wouldn't have joined this union."

She said, "The first time when I heard that Frances Riedel joined", she said, "I knew that you two kids were friends, and I was afraid of it." And I said, "Well, you could have wrote me a note, couldn't you?" and she said "Yes"; and I said, "Yes, but you couldn't have incriminated yourself that way, could you?" and she said "No."

And then she went on to say, "Well, why do you girls want to give your money to those foreigners so they can sit around and just take your money? and they are not going to do anything for you." And she said, "You can't get a job anywhere else, and the first time that

you do something that this union doesn't like you are going to be completely left out, and then where are you going to be?"

p. 326 Q. (By Mr. Rucker) Now, you are still employed there? They have never discharged you? A. No, sir.

Q. Is that true?

A. Yes, sir. But I worked over at the other building on the same floor at the same machine through several lay-offs for over a year. And Frances Riedel—Mrs. Allison came and asked her if I belonged to the union, and she told her "Yes." And on Monday preceding that date I was sent to the other building. There was never a word said about it; I was just called and sent over there with the rest of them.

Q. Now, do I understand that all of the girls who belonged to the union are in that one section, the 2609 Walnut Street building?

A. Well, I really don't know, Mr. Rucker.

Q. You don't know about that?

A. No.

Q. Do you know who works in that section and is a member of the union?

[fol. 5065]- A. Yes, sir.

Q. Who? A. In our building, you mean?

Q. Yes.

A. Virginia Stroup, Frances Riedel, Nora McKee, Flossie Walton.

Q. And yourself?

A. And myself. There are several others, but I—

p. 327 Q. Do you know of any girl who belongs to the union out there that was not sent over to that section? A. No, sir.

Q. Do not?

A. Oh, you mean from Eighteenth and Walnut, Mr. Rucker?

Q. Yes. Do you know any of the girls who belonged to the union who are working in the building where you worked previously?

- A. No, I don't know any of them. They sent us all over there.
- Q. Well, that's what I asked you.
- A. Well, I didn't understand. As soon as they found out I was, they sent me over there. And then they sent Flossie Walton and Katie McKinsey the next day. I was sent on Monday, and they were sent on Tuesday.
- Q. Now, has there been any discussion about an abandonment of that section in which you are working?
- A. Well, that building is only run through a rush season, and then it's closed.
- Q. Then it's closed? A. Yes.
- Q. Now, the rush season is not yet over, is it?
- A. No.
- Q. About when will that be over?
- [fol. 5066] A. Well, that's hard to say. Usually around the first of June.
- Q. Then in the other building the sections continue to work, do they, except for very brief periods?
- p. 328 A. Yes, sir.

Extracts from Testimony Given by FRANCES RIEDEL, April 15, 1935, Volume No. 3, Pages 330 to 350.

By Mr. Rucker:

- p. 330 Q. State your name, please.
- A. Frances Riedel.
- Q. Are you employed at Donnelly's?
- A. Yes, sir.
- Q. How long have you been working there?
- A. Well, a little over 3 years.
- Q. In what building are you working?
- A. Twenty-sixth and Walnut.
- Q. That's the same building that Mrs. Wales works in?
- p. 331 A. Yes, sir.
- Q. How long have you worked there?
- A. Well, just since I have belonged to the union.

Q. Is that supposed to be a more desirable location than the other building or not?

A. Well, not for myself it isn't, no.

Q. Well, why?

A. Well, I would just rather work over in the other building. It's not a nice building. We have not the conveniences over there that we had over at the other building.

Q. You had worked at the other building steadily, had you—

A. Yes, sir.

Q. Before you joined the union? A. Yes, sir.

[fol. 5067] Q. How long was it after it was known at the factory that you had become a member of the union before you were transferred?

A. About a little over two weeks; not quite three.

Q. Have you ever had any talk with any official in authority at the Donnelly factory? With reference to the union.

A. Yes, I have. I have talked to Mrs. Reeves and Mrs. Allison and Mary Copowycz.

Q. Tell the Board about your talk with Mrs. Reeves.

Q. (By Dir. Pratt) When and where, please?

Mr. Rucker. Q. Yes.

A. Well, it was about 2 weeks after I joined the union.

p. 332 Q. (By Dir. Pratt) When was that?

Q. (By Mr. Rucker) When did you join the union?

A. In October.

Q. In October. The latter part of October?

A. Yes. And we came back from our union meeting on a Tuesday; and on a Wednesday, why, Grace called us—

Q. Who is Grace, now?

A. It was my instructor at that time.

Q. What was her last name? That's what I mean. For the record.

A. Gnotta. And she came to Virginia and I and asked us if we belonged to the union. And I

said, "Yes", I did. And she said, "Well, I am awfully sorry"; and I said, "I don't see anything to be sorry about that I belong to an organization; I don't see that that's anything wrong." And she said, "Well, I just feel awfully sorry for you little girls." And then Mrs. Reeves called her or they had a conversation over the telephone, and she called Virginia up to the office.

Q. Now, were you there? A. No.

Q. Well, just tell what you know, when you were present.

[fol. 5068] Q. (By Mr. Blume) Called Virginia Who?

A. Virginia Stroup. And then later on they called me up, and Virginia was in the office at the time. And just as I got in the door she had been talking to Virginia, and she said she was getting awfully tired of this foolishness, and said that Grace had been listening to it and she wasn't going to listen to it any more, and that she was getting awfully tired of Virginia and I wasting time in the section. And there was Mrs. Reeves and Mr. Dewey and Grace Gnotta and Mrs. Wherry, and that was all that was in the room.

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Q. (By Mr. Rucker) Is that all she said?

A. No. When I came in the room she asked me if I was Frances Riedel, and I said "Yes"; and she said, "Do you belong to this organization?" and I said, "Yes, ma'am, I do." Then she called another girl up to the office and she didn't belong, and so she sent her back and just kept Virginia and I there.

And she asked us what this penny organization was, what we called it; and we told her it was the Nelly Don Association. And she said, "What right have you to use the Nelly Don name?" and we said we didn't know but we were organizing, trying to organize, the Nelly Don Shop into a union shop. And she said, "Well, do you think you girls, after

Mrs. Donnelly has built this building up, this business up, that you are going to come in here and run it with an organization?" And Virginia said "No", that we were not going to run it or the organization didn't intend to run the business.

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And she just said that she was awfully sorry for us little girls and she thought we had better sense than to do a thing like that. And when she asked us about our organization she referred to it as a "one-horse organization", and they all laughed. And then Mr. Dewey asked us girls why we didn't come to them about our wages and things instead of going down to a bunch of foreigners; that we would get far more out of it.

Q. Dewey? A. Yes.

Q. Dewey Atchison?

A. Yes. And Virginia said she had came several times but it didn't do any good. And Mrs. Reeves said, Well, there wasn't any work down there that we couldn't make our average on; and we said there was; and she said she certainly didn't know of it if there was.

And when we left she said we two little girls reminded her of the two little girls that had been misled, and that we wouldn't be laid off as long as we did our work. And then she said to Ella Mae—

Q. (By Mr. Blume) Who do you mean by "Ella Mae"?

[fol. 5069] A. Ella Mae Guerrant. That isn't her name now.

Q. Ella Mae Hyde? A. Hyde.

Mr. Blume. All right.

○ The Witness. And she said that Ella Mae Hyde's job was to watch us two girls, the times we went to the rest room and how long we spent there. And Virginia asked her if just us two girls, just because we belonged to an

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organization, were to be timed the time we went to the wash room; and she said "Yes", she was not going to have any girl in her section that was wasting time, and that I was a very poor operator and that she could lay us both off any time she wanted to because our records were poor.

And I hadn't very much to say; I just sat and listened. And the only thing I did say to her was that I didn't blame her if a girl run all around and spent a lot of time in the wash room; that I would lay her off, too, if she spent all her time running to the wash room.

Q. (By Mr. Rucker) Well, had you been doing that?

A. No, sir; not that I recall.

Q. Did you tell her you had not been spending your time running to the wash room and talking? A. Yes, I did.

Q. And was that the end of that conversation?

A. Yes, it was.

Q. Now, on the following Thursday, after you had been called up to Mrs. Reeves' office, did you have a talk with Grace Gnotta?

A. Yes, Grace Gnotta came to me and asked me why I belonged to that organization. She said, "If it hadn't been for Virginia, you wouldn't have belonged, would you?" and I said, "Why, yes, I have a mind of my own; I don't have to ask Virginia what to do."

And she said that she had talked with Mrs. Reeves, and she said, "You won't get laid off." And I said, "Well, Mrs. Reeves done told me that my record was poor and she could lay me off any time that she wanted to." And she said, "Well, that talk wasn't intended for you"; she said it was intended for Virginia. And she said, "I talked to Mrs. Reeves and told her you were a good little operator"; and I said, "Well, Grace, I don't know whether I am a good operator or not, but I think I am the average, and I have al-

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ways tried to do my work to the best of my ability; but", I said, "I did not join that organization because Virginia asked me." And she said, "Well, I am sure if you just let this organization alone, why, you would have a job here as long as you behaved."

[fol. 5070]

And it was right at Christmas time when she came and talked to me, or before Christmas, and she said, "Why don't you give me a nice little Christmas present and tell me that you don't belong to this organization any more?" and I said, "Well, I have already got a Christmas present"; and that was all our conversation.

Q. Did she tell you that the girls that belonged to the union organization were the scum from Donnelly's?

A. Yes, she did. She said, "You know, you don't look like those girls; they are the scums from the company." "Yes", she said, "you don't belong to that bunch." And I said, "Well, I don't feel like just because I have a better dress or a better coat than somebody that I am better than anybody else, because I feel I am the equal to every girl that works down here and they are to me."

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Q. Did she ask you not to attend any more union meetings?

A. Yes. She asked me if I would give her a nice little Christmas present and tell her I didn't attend any more meetings or didn't have any more to do with it.

Q. And you wouldn't make that promise?

A. Why, no, I wouldn't.

Q. Now, there's another organization out there, isn't there? A. Yes.

Q. Company organization? A. Yes.

Q. Are you a member of that? A. Yes, I am.

Q. (By Mr. Blume) What one are you talking about? Let's have that cleared up. There are several organizations.

A. The Loyalty League.

Q. (By Mr. Rucker) You belong to the Loyalty League?

A. No, I don't. They wouldn't allow us.

Q. Well, that's what I am asking you. Now, why do you say they wouldn't allow you to?

A. Well, I asked for one of the cards, and Mrs. Allison wouldn't even let me have it. And they made the remark to Virginia that she couldn't carry water on both shoulders.

[fol. 5071] Q. And did you hear that?

p. 338 A. Yes, I did.

Q. Who made that remark?

A. I don't know that lady that made the remark. It was two ladies from the other building that came over.

Q. In other words, you were not permitted to join the Loyalty League, which was a company organization, for the reason that you belonged to the union; is that right?

A. Yes, I guess it was the reason. I don't know what other reason it would be.

Q. You were not asked to join afterwards?

A. They had even passed notices around of their meetings and things and wouldn't even allow me to see the letters; would pass them around me.

Mr. Rucker. That's all.

p. 348 Q. Now, did you ever hear any official of the company or anybody superior to you say anything about Ellen Fry?

A. Yes. I didn't belong to the union at that time, but I did hear Mrs. White say something about Ellen Fry.

Q. What did you hear her say?

A. She was sitting up there at her machine one day, and I was talking to her; on the corner machine where she sat at lunch time. And she had been called up to Mrs. Reeves's office for something—

Q. (By Mr. Blume) Mrs. White had been?

p. 349 A. Yes, and so had Ellen. And Mrs. White told me personally that she did not like Ellen and she was not going to have her in her section; that she was going to get rid of her.

Q. (By Mr. Rucker) Was Ellen then a member of the union?

A. Yes, sir; she belonged then. That's when she came to me and was talking to several of us girls at the time, asking us if we would like to belong.

Q. And did Mrs. White mention the union in connection with that conversation?

[fol. 5072] A. Yes.

Q. What did she say?

A. She said Ellen Fry belonged to the union.

Q. And did she assign that as the reason why she was going to get rid of her?

Mr. Blume. You don't suppose that's a little bit leading, do you?

Mr. Rucker. It may be.

Mr. Blume. I think there ought to be some limit to leading questions.

Dir. Pratt. Q. Go ahead and answer.

A. She said that Ellen Fry had caused lots of trouble, she belonged to the union, and she was not going to have her in her section. That's the words that she said to me.

Mr. Rucker. That's all.

[fol. 5073] Extracts From Testimony of Mrs. PAULINE LUTZ on April 15, 1935

(Volume 3 Pages 351 to 378, inclusive)

p. 351 Q. (By Mr. Rucker) State your name, please.

A. Pauline Lutz.

Q. Were you employed at the Donnelly Garment Company? A. Yes, sir.

Q. When did that employment cease?

A. About the 18th of January.

Q. 1935? A. Yes.

Q. How long had you been employed at Donnelly's before that date?

p. 352 A. Well, I think it's 5 years this last March. Would be. I may be mistaken, but I think it is 5.

Q. What type of work did you do largely during the 5 years before you were discharged?

A. Small hemming mostly.

Q. What type of work were you doing when you were discharged?

A. Well, I was doing all kinds of straight sewing.

p. 353 Q. When were you sent to the other building with reference to the time when you joined the union?

A. Well, I was sent over there about the 18th of January, and I joined sometime the week before. I don't remember exactly.

Q. Was the work which you were given to do at the other building—that is, the building to which you were moved—different from the work you had been doing?

A. Why, yes. It was straight sewing and I had been doing hemming.

p. 355 Q. Now, did you ever have any talk with any of your superiors about the union?

A. Yes, sir.

Q. What was it, and with whom did you have the talk?

A. The first that I ever heard about the union, Mrs. Reeves and Mr. Dewey and Mrs. Wherry called us up, the whole section, up in the office; and all they said about the union was that some of the girls had joined the union, and that they knew just who those girls were. And they said, "We will not tell you who they are because we don't want to humiliate you"; but they said, "Why didn't you girls come to us and tell us about it? If you want to join the union, that's all right, but why didn't you come and tell us about it?"

p. 356

And they talked about having these secret meetings and everything, and they looked toward me, Mrs. Wherry did. And I said—
 [fol. 5074] p. 356 I thought maybe they thought that I belonged, and in fact, I had never even heard of it. I didn't even know they had even started the union, and I had been in the section with Ellen Fry all the time, and I had never even heard of it; and I said that. And they said, "Well, you must have been asleep."

So then Mrs. Reeves, she said that she never had lied to any of us, and everything we had asked for she had tried to do. And then she said, "If any of you girls hear anything about the Union, I want you to come and tell me about it." And, of course, I thought, "Well,—"

Q. (By Mr. Rucker) You can't tell what you thought.

A. Well, I just thought, "Well, I would do that."

Q. You can't tell what you thought. All you can testify to is facts, conversations, and not your thoughts.

A. Well, that's what happened up there.

Q. Now, did you afterwards join the union?

p. 357

A. Yes, sir.

Q. How long was it after that meeting before you joined?

A. Well, I think that was about in October, and they never laid me off—

Q. Now, wait a minute. Just answer my questions, will you? That was in October. When did you join the union?

A. Sometime in January.

Q. January 1935? A. Yes.

Q. All right. Now, did you have any talk with anybody about unionism before you joined?

A. You mean, of the people in the— You mean, from the office, from the union office?

Q. Any of the officers or your superiors there. I am not talking about girls who worked there.

A. You mean our superiors in the factory?

Q. Yes, ma'am. A. Yes.

[fol. 5075] p. 357 Q. All right. When was that? What was the conversation, and with whom?

A. Well, the first time was that me not knowing what the union meant or anything after Ellen Fry and—

Q. Now, you don't understand me. I am asking you—

A. Well, I wanted to tell you how the conversation came up.

Q. All right.

p. 358

A. And Tillie Shirley there: I said, "I didn't know about Ellen Fry; and what do you think of Tillie Shirley being there?" And Mrs. White said, "Yes, to think she joined that union, when I made it possible; I made her. I gave her joining all the time so she could make \$18 and \$19 a week, and this is the way she did us."

Q. The way she treated her?

A. The way she treated Donnelly's. And, of course, I thought that was all right. And so, then, the next time we had any conversation about it was that it was just—I think it was the day before Christmas.

Q. Now, even up to that time you hadn't yet joined? A. No.

Q. But you had thought about it at that time?

A. Well, I felt this way: I would like to know both sides of it.

Q. All right. Go ahead.

A. So this morning as I went in somebody handed me a pamphlet, and it happened to be the charter, and I didn't know a charter from anything else; so I looked at it and went upstairs, and I went over to Ella Mae—she is in the office there—and I said, "Did you see this?" and she said, "Yes, I have one of them." And so I walked on away.

And I put on my uniform and went to my machine, and I had this pamphlet in my hand.

p. 359

I was really making light of it. I was joking more than anything else. And I went to one girl, and I said, "Look here; we belong to the union"; jollying; "here is the local, here is the number of the local." I just read that; I didn't know what it meant. And Mrs. White says, "Well, she's not interested." She says, "anybody with any sense wouldn't read that dirty thing." And I said, "Well, I don't see anything dirty about it." And so I went and sat down at the machine.

[fol. 5076] p. 359. I went over to one of the other girls and said, "See, we belong to the union. Did you know it?" And she said, "isn't that fine!" And I said, "I'll tell you right now, if I knew where these meetings were, I would like to go and hear that side of it. I don't think anybody ought to say they wouldn't join anything until they know both sides of it." And one of the girls said, "You had better look out; you will lose your job."

p. 360

Then Mrs. Reeves came around in a little while and gave us our \$5 with a Christmas card; and she always wished us a merry Christmas and a happy New Year; and she didn't do that to me. She just handed me the card and said, "Pauline, I want you to understand that Donnelly's don't belong to the union and they never will." And I said, "Why, I never thought anything about it." I really didn't. I just didn't know what it meant. And so she went past me, and when she came back I kind of took a hold of her hand and pulled her over to me and said, "Didn't Mrs. White tell you that?" And she said, "No, you did." But I hadn't seen Mrs. Reeves to tell her. I hadn't even seen her to say anything about it. And that's all that was said.

So then when I came back after Christmas to work, why, I don't know whether it was that

next day after Christmas or the next Monday that they sent me over to the other building.

Extracts From Testimony of MRS. VIRGINIA STROUP on April 15, 1935, Volume 3, Pages 379 to 443, inclusive.

p. 379 Q. (By Mr. Rucker) State your name, please.

A. Virginia Stroup.

Q. How old are you? A. Twenty-seven.

Q. How long have you worked at Donnelly's?

A. Approximately 6 years.

Q. You are a member of the union, are you?

A. Yes, I am the president.

Q. Of that local. A. Yes.

Q. During the past 6 years that you worked at Donnelly's, what has usually been the character of work given you?

A. Well, I have done— Binding and straight sewing have been my main operations.

Q. In what building are you now working?

A. Twenty-sixth and Walnut.

[fol. 5077] p. 379 Q. How long have you worked there?

A. You mean at this new building?

Q. Yes.

A. Well, I think I was sent over there about the 13th or something like that of December, last year.

Q. 1934? A. Yes.

p. 380 Q. (By Mr. Rucker) Now, is the place you are now working looked upon as the more desirable building in which to work?

A. No, it is not.

Q. Why? Have you any reasons for saying that?

A. Well, the sanitary conditions over there aren't just up to par. That is, the rest rooms. And we don't have as much space. And our horses and our equipment— There's no comparison between this building and the other building as for conveniences.

p. 381

Q. Then, as I understand it, the other building is the more desirable building? A. It is.

Q. How long had you worked at the other building steadily before you were sent over here now in December?

A. Well, since the code came in, I should say, in 1933.

Q. And you have worked there something over a year and a half? A. Yes.

Q. Steadily? A. Yes.

Q. And you had also worked there, with the exception of 5 months, during all the time that you had been employed by Donnelly's?

A. Yes.

Q. Now, are you a member of the Loyalty League?

A. No, sir.

[fol. 5078] p. 381 Q. Were you asked to join, or did you attempt to join?

A. Well, the day that Mrs. Gray came over with Mrs. Strickland with the Loyalty League cards, they had distributed them mostly before I got up there. And Mrs. Gray was holding the cards in her hand just like that.

Dir. Pratt. Indicate fan shape.

A. Fan shape. And I asked Mrs. Gray what they were. And Mrs. Strickland took up the conversation then. She said that Mrs. Donnelly would close her doors before she would have a union shop, and we should sign these cards to keep our jobs and keep us in work because she would close the doors and thus throw all the girls out of employment.

p. 382

So I started to take one of the cards like this, but she had her thumb holding it until I couldn't get it. She says, "Virginia, we would like to have you in our organization, but you can't carry water on both shoulders." She says, "There are no dues in this Loyalty League, and you can't belong to an organization that you pay dues to and belong to the Loyalty League."

Q. (By Mr. Rucker) So you were not given a card, then? A. No.

Q. And not asked to join? A. No.

Q. And, as I understand it, you were told in effect that you couldn't join? A. Yes.

Q. Now, did you ever have any conversation with any of your superiors with reference to the union? A. Yes.

Q. Now, I wish you would just take it up in your own way, now, and relate just what was said to you by any person superior to you in the organization with reference to the union.

Dir. Pratt: Q. And, when you are doing this, state when and where the various conversations occurred.

p. 383. Q. (By Mr. Rucker) Giving the dates and the place where they occurred and the persons with whom the conversations was had.

A. Well, I think—I mean the first time that I ever heard “union” mentioned in the shop [fol. 5079] p. 383 was approximately the time they laid Ellen off.

Q. You mean Ellen Fry now? A. Yes.

Q. I wish you would give the person's name.

A. Mrs. Ellen Fry.

Q. Because the Board can't remember by first names.

Mr. Blume. And that time was what?

Dir. Pratt. July 8; 6 or 8.

Mr. Birkhead. Of 1934?

Dir. Pratt. Yes.

A. Mary Copowycz had a section at that time, and she said, “If the union would only leave our girls alone, we would get along all right.” Then the next time that I heard anything about the union down there from a superior, after this lay-off in June, I believe it was,—

Q. (By Mr. Rucker)—Or July?

A. No. In October. I think they had a lay-off in October.

p. 384

They called the girls up in Mrs. Reeves' office approximately October 18, or somewhere along there, to tell them first how hard they had worked to keep us in work and what a strain it was. And Mrs. Reeves said that she had nervous indigestion, she knew, more than anyone. And at first it was a lecture as to how good they had always been to us.

And about the middle of the conversation, I should say, she said that some of the girls had been going to union meetings. "Now, we know who those girls are, but we don't want to cause them humiliation"; but at the same time she looked right straight back at me. And she says, "Virginia, what do you know about this?" And I got up on my feet and told Mrs. Reeves that I had been to one union meeting at a private home. Of course, I didn't join the union at that time.

Q. Just relate the conversation.

A. She said, "Just what did you gain by it?" And I sort of laughed, and I said, "Well, nothing, Mrs. Reeves, only a good ham dinner." And of course, everyone laughed.

Q. (By Mr. Blume) Pardon me. Was that the meeting at the Brooks home?

A. Yes.

Q. Do you know the date of it?

[fol. 5080] p. 384 A. No, I don't.

So then she asked a couple or three others to get up and testify as to what they knew about the union, if anyone had approached them, and, if so, what they had said. Well, she wound up the conversation, then, by saying that anyone knowing or finding out any information about anyone having anything to do with the union, she would very much appreciate it if we would come and tell her. And with that we were dismissed.

p. 385

Then about the first of December, about 3 o'clock one afternoon, Mrs. Reeves sent for

me to come to her office. And I went up there. She says, "Virginia, do you belong to the union?" I said, "No ma'am." She says, "Well, there's been some rumors around about your being with a bunch of girls up on a certain date that took a girl with you in the car, didn't tell where you were taking her until you got on your way; and when the girl found out where she was going, which was supposed to be a union meeting, she jumped out of the car." And I said, "Mrs. Reeves, I don't know anything about that." I said, "I have studied the economic situation, and I think I know it, but I don't belong to the union." So she was very well satisfied with my answer and let me go.

Then, of course, the charter was drawn up the 6th, and I was one on the charter. And December 12 was the day that she called Frances Ridel and myself up to the office. I went first. That morning— I would like to put this in. That morning I had asked a girl an address just be— I don't know; I just asked her for an address. So this girl was called up with us. Her name was Fannie something. I have forgotten her name. So the minute I got in the room Mrs. Reeves— I could see Mrs. Reeves, Mr. Dewey,—

- p. 386 Q. (By Mr. Rucker) Dewey is his first name.
- A. Dewey Atchison, Mrs. Ella Mae Hyde, and did I mention Mrs. Wherry? And Miss Gnotta, our immediate instructor. She was sitting with her back sort of to us, the instructor was. She beat her first down on the table, just like that.
- Q. Who did?
- A. Mrs. Reeves. And she said "I am getting darned sick of you girls carrying on like this." And she sat Frances and I right in

front of her. In fact, I was in direct line of her, and Frances was like to the side.

About that time Fannie came in, and she said, "This goes for you; too, Fannie." And I said, "Mrs. Reeves, Fannie doesn't even know what you are talking about." So with a few words to Fannie about what she must do, go down and make her code or else out she goes, she told Fannie she was dismissed. So then she told us, she said, "I don't care if you belong to 25,000 unions, you can't come in here and tell us how to run our industry. Just where to you get the idea of using the Donnelly Garment Company's name in a local union?" And I told her that it was for the Donnelly workers; it wasn't for any other dress shop but the Nelly Don workers.

So she said for us to report to Sol Goldberg to keep his nose down there in his own business. And she said she was anxious to know just what we would report to our office so she could be prepared to know what to say.

p. 387

And she sort of smiled and she said, "Just what is your job in this one-horse organization?" And I said, "Well, Mrs. Reeves, I am the shop chairlady." She said, "Well, just what does that job consist of? What do you do?" I said, "Well, when a girl is laid off or has any complaints, she comes to me with them. And, of course, we have committees, and we try to take care of those things, and I am the shop chairlady to make the report to the office." And she laughed and said, "Isn't that just lovely!"

And then she said that Frances and I were just like a couple of little children that had gone wrong and we were misled, and she would just like to take us over her lap and give us a darned good spanking,—is what she said. Well, of course, she kind of smiled.

Then Mr. Dewey spoke up and said if we girls could make \$18 a week they would be glad to keep us. Then Mrs. Reeves asked me, she says, "How is it that last week you only made \$13.99 on this one operation, and this other girl over here made \$19.56? She even went so far as to bring out their records. And I said, "I couldn't say, Mrs. Reeves, because I worked terribly hard on those dresses." But I know, though, how the girl did make part of it. She turned her pockets at noon time, and I don't work at noon time. So then she said that Frances and I had both been very punk operators. She said, "Neither one of you are very good. I had to allow you, Frances, different money now and then. And, Virginia, I have allowed you this and that." She went into specifications of how much she had allowed us. And she says, "We are not going to keep you unless you can make your code. Now you go down there and make your code, or else out you go. We are just awfully sorry."

And then she told Ella Mae— The subject came up about— When Gnotta said that— Grace Gnotta said that the girls were wasting time in the rest room, taking other girls out in the rest room and talking to them,—which I never did, and I know Frances didn't. So she pointed her finger over to Ella Mae, and she said, "Ella Mae, that's your job from now on. You see how many times these girls go to the rest room and how long they stay."

And, then, let's see. She said so many things I can't remember. She said, "Why don't you take your little band and walk out?" Also she said, Don't you think that the Donnelly Garment Company has always been fair to you in every way?"

Q. (By Mr. Rucker) Did you answer any of those questions? Did you do any talking yourself?

A. Not very much. She would ask one question in getting real friendly with us, and then the very next minute she would storm into something else, and really she didn't give us much time to answer.

Q. Well, was that the end of that conversation?

A. I believe that was the end of that conversation.

p. 389 Q. Was unionism mentioned at any other time by anybody down there?

A. Well, that same day she released Frances to go downstairs, and then she called me back.

[fol. 5082] p. 389 And, of course, the speed-up system down there is very strict, and it is very hard. So she said, "Virginia, you don't seem to get along very good." And so she says, "Why don't you let me put you on a straight-time position", she said. And I thought I could see through that, so I said, "No, Mrs. Reeves, I have never done anything but sew, and I know I couldn't please you in any other department in this shop." I knew it would be only a matter of time. So then she excused me.

A. Well, upon arriving downstairs in the section of the atmosphere in that short time had changed until the girls didn't want to look up at me. You know, they didn't talk to me or smile. In other words, they didn't have anything to say to me when I came downstairs, which was very unusual.

p. 390

And Mrs. Gnotta went to the girl who worked immediately across from me and told her— Her name was Lillian Foster. She is the crippled girl. And she said, "Lillian, don't ask Virginia what time it is any more. We will be going up and down the aisles, and you can ask us." I heard her say that. So I think that was about all that was said to me at that building/

Then I went over to the other building, and the atmosphere was much the same, very

cold, and anyone seen talking to me would have immediate conversation with Mrs. Allison to either tell Mrs. Allison what I had said, or Mrs. Allison would ask them what I had said.

p. 394 Q. (By Mr. Rucker) Now, do you recall having had a conversation with Mrs. Reeves along about the middle of December 1934? I believe you stated that she asked you what your business was, what you were going to do as president, and that you told her that one thing was to see about why girls were laid off. Now, did she tell you in that conversation that she didn't see that that was any of your business, and did she tell Mrs. Hyde not to put out any information about why they laid a girl off?

A. When Mrs. Reeves asked me what my position was, she said— And I told her that; that I was to find out why a girl was laid off. She turned immediately to Mrs. Hyde and said, "You are not to put out any information about why we lay a girl off. That is none of Virginia's business."

Q. Now, did you ever make any effort to discover why anybody had been laid off there?

A. Well, in one case I called Mrs. Reeves about Pauline.

Q. Pauline Lutz? A. Yes.

Q. What conversation did you have with Mrs. Reeves?

A. Well, I called her to tell her that Pauline wasn't getting a square deal.

Q. Did you tell her that?

[fol. 5083] p. 395 A. Yes; I told Mrs. Reeves that Pauline wasn't getting a square deal. And she told me that Pauline was still a member of the Donnelly Garment Company and, as such, they would be glad to talk to her, but not through me. They didn't recognize my organization and, therefore, would talk to Pauline direct. And I told Mrs. Reeves that it was

in all fairness to her and to this girl that she wasn't having her regular work and it was being given to other people.

p. 396 Q. Now, did Mrs. Reeves, or did she not, refuse to talk to you about Pauline's case?

A. She said she didn't care to discuss that case with me at all. And with that, that was all that was said that time.

Q. Now, is that the only time you talked to her about it.

A. Well, no. I think it was the next day Mrs. Reeves came over and sat at my machine for 45 minutes. And she told me in the conversation that she thought that I was a smart girl but that brains had been known to get people into trouble and that in my case that would be probably what would happen, and that she certainly felt sorry for me because I had joined the organization. In fact, she had always felt sorry for me; that's why they had kept me so long. And she said that I was throwing a thousand girls out of her employ and she sure wouldn't want that on her soul.

Q. Sorry you joined the organization. Are you referring now to the union?

A. The union, yes. That she would hate to be in c-- shoes.

Q. Now, go ahead, if you have your testimony in mind now sequentially so you can take up each thing in order. Perhaps you can do it better than if I ask you about it.

A. Well, she talked with me quite a few minutes there; as I said, 45 minutes. And the conversation just sort of went over the same thing again and again, such as she said again that she didn't care if we joined 25,000 unions, if wouldn't do us one bit of good.

And then she left my machine and went over into Mr. Reeves' office there. This used to be Mr. Reeves' plant there. And she went in his office and called me in there. And she said,

"Virginia, when this place does union I'll lose my job. So this place will never go union. So get that straight." And she turned to Mrs. Allison, and she says, "We all like Virginia", she says; "we can't help but like her. It's just the things that she does." And she said so many things I can't remember.

Q. Well, just a repetition of what she said to you before, as I understand you?

A. Yes.

[fol. 5084] p. 398. Q. Now, is there anything else? Have you told all the conversations you had, now? Did you have any conversations with any other persons in authority?

A. Well, yes. One morning we girls were discussing over around the inspector's table about something that had occurred that morning. Mrs. Reeves had called Nora and told her not to talk unionism during working hours. And I know that Nora does not do that. She does not talk while she works. One girl had said that Nora talked so much unionism to her it made her sick.

So we were discussing this matter, and Mrs. Allison came over and said, "You girls can't talk unionism in this shop. Now, if you want to talk unionism you go out in the hall or go completely outside. You should have more respect for your employers than to talk unionism in here." I told Mrs. Allison, I said, "Mrs. Allison, as long as we are not on that machine, and as long as we are not supposed to be working, we can talk about unionism." She said, "I beg your pardon." And, in fact most of the girls that were listening in on the conversation just sort of left, and I was standing there talking to Mrs. Allison myself.

And another time Mrs. Allison came over to my machine, and she said, "Virginia, somebody told me that you called somebody a

scab on the elevator the other night"; and I said, "Mrs. Allison, that isn't so." She said, "Oh, yes, it is." I said, "No, it is not, Mrs. Allison. You produce the person that said that I said that, and I will prove that I didn't say it." But she didn't produce the person. She said, "Virginia, if anybody is a scab, you are, because you are a union girl working in a nonunion place."

And then another day—that was along in January or February, just to show the atmosphere—Mrs. Allison came along, and I said, "Mrs. Allison, the girls preceding me doesn't tie her bundles securely; they fall apart." And I showed her this bundle. "This bundle is falling apart. If I lose my chalk mark, that will be my fault. I wish you would tell that girl." "Virginia", she said, "you are crazy." That's what she said. After I showed her the work, she didn't pay any attention to me and went on about her business.

Then there was another conversation. I went over to the other building to buy a dress. And Mrs. Gray, one of the executives over there, got me in the corner and asked me what I had done it for. What did I do it for? What did I join the union for? She said, "Oh, I would hate to think that that old David Dubinsky would come in here and tell Mrs. Donnelly what to do." She said, "I think it's a shame, Virginia; you should see further than that." She said, "Don't you like your job? Why don't you—If you want to work in a union shop, why don't you go work in a union shop?" And I said, "Mrs. Gray, you understand me, it's the wages and the sweatshop conditions that I want to help. We want job security here. That's what we are asking. We want to understand and have an understanding when anything happens in this

shop we would have a little say about what happens."

[fol. 5085] And she said, "Virginia, let me show you something. Now, you have a daughter, and so have I. If that daughter should grow to be so large and so—growing out of your hands, in other words—what would you do about it? You would appreciate my coming p. 400 to you and saying something about it, wouldn't you. I said, "Well, in that case, applying to this, I would think the child would either get married, or, in this case, if the business got so big that I couldn't handle it and it caused me so much trouble, I would sell it." That's the very words I told Mrs. Gray.

p. 401

Well, she said that I owed that much to Patsy, not to listen to what everyone said that came along; that the firm had been so good to me and kept me on during the hard months; they had kept me through there, and that I owed that much to the company to be fairer with them than that.

So I never did get to buy the dress. She talked to me so long that I had to leave. I never did get to buy the dress.

And I believe that that is all of my conversation.

Q. Now, you testified about attitude and atmosphere. (By Mr. Ingraham)

A. Yes.

Q. You say that the other girls wouldn't look at you.

A. They certainly wouldn't.

Q. And do you blame the company for that?

A. I am not talking about the company; I am talking about the girls, the workers themselves. They had been turned, you know, against us.

Q. And who turned them?

A. Well, the instructors, I suppose.

Q. Well, that's just your supposition. You don't know anything of your own knowledge?

A. Well, I know that Grace Gnotta told Lillian Foster not to talk to me. She said, "Don't ask Virginia what time it is. We will be going up and down the aisles, and you ask us."

Q. Well, was it your job to tell the other operators what time it was down there?

p. 423

A. Why, no, but I didn't have to stop work to tell anyone what time it was.

Q. But that wasn't part of your duties as an operator?

A. Why, no; I am not a timekeeper, no.

Q. And because the instructor told the girls not to stop you from your work and ask you what time it was, why that's turning the girls against you?

[fol. 5086] A. Grace Gnotta went around and whispered in p. 423 each girl's ear privately, and what she said to the girls she surely wouldn't be telling them a bedtime story, because after that time those girls would shun you and stand around with their back to you; or if you looked at them and gave them a smile, you got a blank look back. And if I should have had horns, I don't think they would have been much more afraid of me.

The instructor, Mrs. Allison, told us repeatedly that we were going to get laid off, us union girls would get laid off. That's exactly what she said. And that she sure felt sorry for us. And the girls were scared to death to talk to us because it might mean their job.

[fol. 5087] Extracts from Testimony of DEWEY ATCHISON
on April 22, 1935.

(Volume 4, Pages 444 to 663, inclusive)

p. 448

Q. (By Mr. Ingraham) State your name.

A. Dewey Atchison.

Q. Where are you employed, Mr. Atchison?

p. 449

- A. Donnelly Garment Company.
- Q. In what capacity? A. Production engineer.
- Q. How long have you been employed at the Donnelly Garment Company?
- A. Going on 17 years.
- Q. What are your duties as production engineer?
- A. Well, I assist in production operations, work on production records, employment records, and general production work.
- Q. Do you have charge of the maintenance of records of the employees?
- A. All production records and employment records are under my supervision.
- Q. Do you have anything to do with the hiring and firing of employees?
- A. Yes.
- Q. Now, in regard to the employing of operators, what do you take into consideration as to qualifications?
- A. Well, in the consideration of all of our operators, whether or not we employ them or re-employ them, we first take into consideration the quality of their work. That is the very first consideration, because the success of the company has been built on quality.

p. 450

Then we take into consideration the quantity of their work. We take into consideration the cooperativeness of employees; their adaptability to do different types of work, whether or not they are fitted to do various different things, and whether they are capable of changing from one type of operation to another. In other words, whether they are dextrous with their hands. Then—Well, I believe I have covered cooperativeness.

- Q. Now, has there been any practice at the Donnelly Garment Company to train new employees for the last 10 or 15 years?
- A. There has been a practice ever since I have been with the company to train new employees regularly. The practice before 1928 was not

[fol. 5088] p. 450 set up as we set it up in 1928. I have an example here of what was done in 1928, if the Board would like to see it. I wouldn't part with this because it is the original. This was set up in 1928. Our practice then was put down and made in the form of a detailed analysis of training of operators. I might read you a little of the first page or two here.

Q. Just tell the Board—We'll go ahead and read it.

A. "Through an arrangement made with Mrs. Reeves, production manager of the Donnelly Garment Company, and Mr. Dewey Atchison, their planning engineer, a series of meetings was arranged in which their instructors, together with Mr. Atchison and Miss Moore, personnel director, discussed with Mr. Day and Mr. Anderson their instructional methods used by their trainers. Meetings are being held each Tuesday and Thursday on the eighth floor of the Coca-Cola Building.

"In the first meeting Mr. Anderson explained the purpose of the meetings, pointing out objectives that it was hoped might be accomplished. Particular emphasis was placed upon the fact that 'conference methods' were to be used. Early developments indicated that benefit to the instructors and to the company and to the employees as individuals might be had through a detailed consideration of all of the instructional responsibilities carried out in the placing of new and inexperienced workers on power sewing machine jobs and in the continuous supervision of each worker until satisfactory maximum production is reached."

p. 451

And here is another paragraph down here that I would like to read to you on it that will clear it up:

"It is the opinion of Mr. Day and Mr. Anderson that, although a high grade of in-

struction is being extended to the workers, yet it is not done on a systematized or uniform basis and it is felt that considerable benefit may be had through organizing, by means of the discussions, a standardized course of procedure that will be acceptable to all, which will result in uniform practices.

"The value of such practice, thoroughly established, is very great and it will have a tendency not only to shorten the learning period for the worker, with its increasing effects upon the worker's income, but will also materially increase the production and stabilize the conditions for the company."

- p. 453 Q. Would the company keep records of employees as to their qualifications to become three-type operators?
- A. We keep a record of the supervisor's estimate of an operator. That does not give exactly whether the instructors thought she would become a three-type operator, but it does set forth whether—It takes into consideration the quality of her work, the quantity [fol. 5089] p. 453 of her work, and the reliability and cooperativeness, and the opposite—the unreliability and the disobedience.
- Q. (Producing card) Is that the card that the company keeps a copy of?
- A. Yes. This is a copy of the supervisor's estimate of employees.
- p. 456 A. In laying off our operators the first step is to take all of the sections and go through their pay roll record and select the operators who have had the poorest showing in piece-work earnings. That is taken for a period of a year.

Then there are two and sometimes three other people called in to the meeting. That meeting will include Mrs. Wherry, the lady who is in entire charge of the factory; the

instructor, who is in charge of the 40 girls in that section; and myself.

p. 457

We then go into the question of whether or not the quality of the work of this particular person or her personal characteristics would warrant keeping her over some other girl who might have had a greater piecework earning. For instance, if Mary Jones and Bessie Smith both had a piecework earning of 38 cents an hour, but if Mary Jones's quality of work was better, then she would be kept in preference to the other girl.

Then after that procedure has picked out the desired number of girls to be laid off, they are given to Mrs. Reeves, who checks them over again.

p. 458

A. When a girl is laid off this particular card is dated—The girl's name is inserted by the employment department and the card sent to the supervisor, who, in turn, checks the different qualifications and returns it to the employment department.

Q. That's made out after they are laid off? (By Dir. Pratt)

A. Yes, at the time of the lay-off.

Q. Well, in arriving at the girls to be laid off, are the supervisors and instructors consulted?

A. Yes. As I stated, Mrs. Wherry, who is in charge of the factory, is present, and the supervisor of the particular girl is present. And at that time we go into the different qualities of the girl—whether she reliable or not, whether her work is good, and whether the earnings are good. We discuss it from all of the different angles from which we consider an operator.

Q. (By Mr. Ingraham) And you get the opinion of the supervisor? A. Yes, always.

p. 459 Q. Now, the supervisor makes that card out?
 A. Yes, sir.

Q. (Mr. Dir. Pratt) Let me get this straight. You have talked about "supervisor" and "instructor." Are those two different persons?
 [fol. 5090] p. 459 A. An instructor and a supervisor is the same, I believe.

Dir. Pratt. Same thing.

Q. (By Mr. Ingraham) Now, will you just read the various elements that the supervisor takes into consideration in passing on the girl's record?

A. (Referring to respondent's exhibit 1) The exhibit reads a certain date. It has whatever the girl's name is. "... has left our employ for the following reason:" And that reason is put in there by the employment department. "Would you recommend reemployment in your department?" There is a blank for checking in "yes" and checking in "no."

Then the card says, "Please check the ^Semployee on the following: Quality of work." Under that is "excellent", "good", "fair", and "poor". "Quantity of work: Excellent, good, fair, and poor." Under "personal characteristics", "obedient", "reliable", "co-operative", "unreliable", "disobedient", "not cooperative," and a place for this instructor's signature.

Q. How long has that card been used by the Donnelly Company?

A. That particular proceeding has been in use about 9 years, as I remember it.

p. 464 Q. (By Mr. Ingraham) Now, you do, in addition, consult with the employee's present instructor as to the employee's qualifications?

A. We always consult with the employee's instructor and Mrs. Wherry, who is in charge of

the factory. She is the factory superintendent.

p. 470 Q. (By Mr. Ingraham) Well, have you got the employment records here?

A. I haven't. Mrs. Reeves may have her particular card. I don't have her record here.

Q. Well, can you testify from your own knowledge, without the records?

Mr. Rucker. I am going to take his word for it. It is 1928. I am going to cut out the balance of it. Take 1928.

p. 471 Q. (By Mr. Ingraham) Well, do you have to refer to the records, Mr. Atchison, to answer that question?

A. I would have to if there was anything— Every time a person is laid off one of these cards is made out by the girl's supervisor.

p. 485 Q. Had you considered her unreliable and disobedient?

A. Yes, I considered her a couple of times a little bit, but only from the knowledge that I had through her immediate superiors. I have nothing to do with the direct work and actions of the individuals in the factory.

p. 496 Q. (By Mr. Rucker) You never heard of Mr. Blume, your attorney, employing Miss Feltenstein and her assistant, Miss Friel, to go down and report that meeting and what the speakers had to say?

A. I did not.

p. 497 Q. You didn't know anything about that?

A. No.

Q. And so that was done by somebody other than you in the organization, if it was done?

A. The only thing I knew about a stenographer taking that was when it was announced at the meeting, I believe by Mr. Dubinsky, that some stenographer was taking minutes of the meeting.

Q. You went to the meeting yourself, didn't you?

A. Yes, I went to the meeting.

Q. Now, did you intend to join the union?

A. Well, I don't know.

Q. You went there, thinking maybe you might?

A. No. I went there to see what it was all about and to hear the speakers, which some of them were nationally known.

p. 506 Q. Have you a list of the members of the Loyalty League?

A. I do not have anything to do with the Loyalty League whatsoever, excepting that I have signed an application card.

p. 638 A. I think it was in July—the 18th, some place around there—that I received a letter from the union office, Mr. Perlstein and it was signed "Mr. Perlstein." Was that right? Yes, July 18, 1934.

"Donnelly Garment Company. Gentlemen:

"A number of your girl employees who are members of our union have complained to us that they were laid off because of their membership in the International Ladies' Garment Workers' Union. Most of these girls have worked for your firm for a number of years, and they say that the lay-off is due solely to their joining the union. They also claim that before the lay-off took place they were called individually into the office and were asked if they were members of the union, and that the lay-off took place after some of the girls admitted, and some did not deny, that they had joined the union.

p. 639

"The National Industrial Recovery Act guarantees the right and freedom of the individual to join a labor union of his or her own choosing, and that he or she cannot legally be discharged because of so doing. If these girls were discharged by you because of their union affiliations, they have a just grievance;

[fol. 5092] p. 639 if they were not discharged for that reason, they have no such grievance.
 "As the representative of the labor union of which these girls are members, I respectfully request an interview with you at as early a date as convenient.
 "Hoping for your favorable reply, I am,
 "Sincerely yours,
 "(Signed) MEYER PERLSTEIN."

[fol. 5093] Extracts From Testimony of MRS. GLADYS ELLEDGE RICHARDSON on April 27, 1935. (Pages 664 to 813)

Vol. 5

- p. 665 Q. (By Mr. Rucker) What is your full name?
 A. Gladys Elledge Richardson.
 Q. When did you go to work for the Donnelly Garment Company? A. The first time?
 Q. Yes, ma'am.
- p. 666 A. I believe it was in the fall of 1918.
 Q. And how long did you work then?
 A. I worked there until January 15, 1935.
- p. 668 Q. All right. Now, before the time of your lay-off in August or when you quit on account of illness in August, had you at that time been active in the attempt to form a local of the International Ladies' Garment Workers' Union out there, or did your activity commence, your own activity, after your return in December?
 A. I started and I was a very active member for the union in the spring.
 Q. In the spring?
 A. Yes, sir.
 Q. Now, did you attend any of these meetings that have been mentioned in evidence here held at various women's houses?
 A. Yes, sir. I was at Mrs. Glynn Brooks' home, and there was a good many members there, and from that day on, why, things were different.

p. 672 Q. Had you and these other girls whose names you have mentioned talked in favor of trade unionism before June 1934?

A. Yes, sir.

Q. You actually joined the union, I believe—that is, you received your membership card—on the 12th day of December 1934, is that correct?

A. I did.

p. 672 Q. Had you, in company with any other girl, called on employees of the Donnelly Garment Company at night and talked to them about the advisability of forming a company union or a local? A. I did.

[fol. 5094] p. 672 Q. What was the name of the other woman? A. Thelma Owen.

p. 673 Q. Had you ever had any complaints from any of your instructors before the time when you became active in an effort to bring about the formation of a local of the union?

A. No, sir; I did not.

p. 674 Q. Did any of your instructors or assistant instructors ever inquire of you about the question as to whether or not you or any of the other girls at the factory belonged to the union? A. Yes, sir.

Q. And when was it? Tell me who it was, the occasion, and what was said.

A. I was transferred from Mrs. White's section up into the ninth floor for Mrs. Neimeyor. And then I was laid off in June, and when I when back to work I was working for Grace—I can't recall her last name.

Q. There has been a Mrs. Grace Guerrant mentioned.

A. No. And I was transferred from her section down to Stella Willis' section, which is the finishing department—

Q. I didn't ask you about all that. I want to know the names of the persons who talked to you, if you know them; when it was, and what was said.

A. Ada is Stella Willis' assistant.

Q. All right. Now, did Ada talk to you?

A. Absolutely.

Mr. Reed. Ada Who?

Mr. Rucker. She says she doesn't know her last name. She only knows her—

Mr. Reed. Is it Vining?

The Witness. I don't believe I ever heard her last name.

Q. (By Mr. Rucker) She was the assistant to whom?

p. 675 A. Stella Willis.

Q. Assistant to Stella Willis. All right. Now, what did she say to you?

[fol. 5095] p. 675 A. She says to me, "Gladys, why in the world did you join the union?" I said, "Well, after all", I said, "sometimes there's a few people around this place that can force you to join anything." And I said, "The union might help you." "And I said, "The way that things are going and the way the instructors are treating the girls, after all, I think it would be a good thing to join the union."

Q. Did she ask you if you knew the names of any girls who were active—

A. Yes, sir.

Q. —in connection with the union?

A. She did.

Q. What did you tell her?

A. I told her that I knew a good many of them but I didn't know them all.

Q. Now, then, when you went back to work at Donnelly's in December 1934 did you have any talk with Mr. Dewey Atchison, the assistant factory superintendent?

A. The day that I went to work the elevators were down—

Q. I didn't ask you about the elevators. I am just asking you whether you had a talk with him or not.

- p. 676 A. I did.
- Q. Ah right. Now, was there anything said in that conversation with reference to the union?
- A. Yes. He took me by the arm, and he says, "Gladys, don't you get messed up in this union business."
- Q. Go ahead, now. Is that all he said?
- A. Why certainly. We was going up in the elevator, and he was whispering. He couldn't say any more.
- Q. I didn't ask you whether he was whispering or talking out loud. I am asking you whether or not that was the entire conversation.
- A. That was.
- Q. Now, as I understand it, then, all he said was, "Do not get mixed up in this union"?
- [fol. 5096] p. 676 A. "Or you will get fired."
- Q. Well, you didn't say that before. Did he make that statement? A. Absolutely.
- Q. That statement to you on that occasion?
- A. He did.
- p. 696 Q. Is that the woman that you were talking with in regard to the insurance that you just spoke about?

Oh, Ada is the assistant instructor, is that right?

- A. Yes, sir.
- Q. When did she say that to you?
- A. During working hours.
- Q. When?
- A. When I was working on the buttonhole machine. I didn't write the date down. I should have.
- Q. It was right when you were working on the machine? A. Yes, sir.
- Q. Was there anybody else there to hear it?
- A. No, sir.
- Q. What did you say to her?
- A. She says, "Well, if you bring in the union and this place goes union, there will be a thousand girls put out of work." And I said, "What do

you mean?" and she says, "Why, Gladys, we will all lose our jobs if this place goes union." And I said, "I don't think we would, I think it would help conditions in a lot of the sections."

p. 697 Q. Now, you say nobody heard that but you and Ada? A. Yes, sir.

Q. Yes. Now, Ada is an assistant instructor?

[fol. 5097] p. 697 A. Yes, sir. And she also asked other girls if I belonged to the union, and they said, "Why don't you go and ask Gladys if she belongs to the union?"

Extracts From Testimony of R. L. BLUME (Page 712)
Vol. 5.

p. 712 Q. (By Mr. Rucker) Mr. Blume, who directed you to employ Miss Feltenstein, assisted by Miss Friel, to report a meeting held on December 4 at the Eagles' Hall?

A. I didn't employ her.

Q. You did not employ her?

A. No.

Q. Then you didn't call her about it?

A. I may have done so.

Q. Well, who employed her?

A. The job came into my office; a call, as I now recall it, from Senator Reed's office. My short-hand reporting office.

[fol. 5101] Extracts from Testimony of MRS. LILLIAN WHITE on May 4, 1935. (Pages 814 to 957)
Vol. 6

p. 815 Q. (By Mr. Ingraham) Just state your name, please. A. Mrs. Lillian White.

Q. Mrs. White, where are you employed?

A. Donnelly Garment Company.

Q. How long have you been in the employ of the Donnelly Garment Company?

A. 9 years.

Q. Did you go to work there as an operator?

A. I did.

Q. How long did you work as an operator?

A. 5 years.

Q. Then, you worked as an instructor?

A. Yes.

Q. Is that your present work there?

A. Yes.

Q. Mrs. White, what section have you charge of at this time? A. 522.

Q. What kind of work is done in that section?

A. Well, it is straight sewing, binding and under-
arming.

Q. Last June, what section did you have charge of? A. I had 521.

p. 816 Q. Did Lillian Rutherford work in your section last June? A. She did.

[fol. 5102] p. 816 Q. What type of work could she do?

A. Only straight sewing.

Q. She was limited to that one operation?

A. Yes.

p. 817 Q. Do you know whether or not her quality of work was good or bad?

A. Her quality was poor.

Q. What about her quantity?

A. Well, it was fair.

Q. Would you say that she was a poor operator?

A. I would.

Q. Did you recommend in June that she be one of the ones from your section to be laid off?

A. I did.

p. 820 Q. Did Glynn Brooks work in your section?

A. She did.

p. 821 Q. Did you have to be careful in selecting the kind of work you would give her?

A. I did.

Q. What do you mean by that, Mrs. White?

A. I couldn't give her anything like necks or sleeves on account of her stretching them.

Q. Did you change her work more than any other operator?

A. No, I didn't, because she was just one binder and that was all.

[fol. 5103] p. 821 Q. Did you recommend that she be one of the girls or operators to be laid off from your section in June, 1934?

A. I did, on account of her work.

p. 825 Q. Now, have you got the recommendation cards that you signed in regard to Lillian Ruthford, Glynn Brooks, Thelma Owen, Ellen Fry and Tillie Shirley?

A. I have all but Thelma Owen's.

Q. Well, you have the rest of them?

A. Yes, I have.

p. 826 Q. Did you sign these cards?

A. I signed and checked the lower part. The upper part was made out by the clerk in the office.

Q. Were you consulted at the time of the lay-off of many operators last June as to who would be laid off in your section?

A. Yes, I was.

Q. Who passes on the question of selecting the girls to be laid off?

A. Well, there are four of us. I guess I am included as one. Mrs. Reeves, Mrs. Wherry, Mr. Atchison, and myself.

Q. They ask you to express an opinion as to the kind of work that the operators are doing in your section? A. That is it.

Q. And these cards show your opinion as to the kind of operators these respective complainants are? A. Yes.

Mr. Ingraham: We offer these cards in evidence. They are marked exhibits 19 to 22, inclusive.

p. 828 Q. You do recall that she told the girls, however, that Mr. Dubinsky made a speech up here at Eagles' Hall—

A. I was at Eagles' Hall, myself, that night.

[fol. 5104] p. 828 Q. And heard Mr. Dubinsky speak?

A. I did.

p. 833 Q. So a girl who had worked there four years had to be instructed on how to put a dart in?

A. No; not necessarily. Whenever we have a new number coming through, it doesn't make

- p. 834 any difference if it is the same as it has been before, the instructor always sits down and instructs the operator.
- p. 863 Q. (By Mr. Rucker) You mean to say that they have a policy down there that applies to your section and not any other section?
- A. I couldn't tell you. I manage my own section and let anybody else take care of their's.
- p. 864 Q. (By Mr. Rucker) Now, have you any record—Do you make any record of the repairs that a girl has to make in your section?
- A. No, I don't.
- p. 865 Q. How do they determine that down there. Is there any record made at all by anybody?
- A. Just by the reports that are brought back from the inspectors to the instructors.
- Q. Well, does that show the girls who have been guilty of doing the work improperly?
- A. Well, it does, yes.
- Q. And you don't know anything about—You have nothing to do with the reports on repairs, then?
- A. I have an idea the inspector—
- Q. I am not asking about your ideas. Do you have anything to do with those reports on repairs?
- A. I see that the girl gets the repairs.
- Q. Do you have anything to do with making a report about the amount of repairs any operator has to do? A. I do, yes.
- Q. In what form do you make that report? —
- [fol. 5105] p. 865 A. If a girl has very many repairs, I go to Mrs. Reeves and Mrs. Wherry?
- p. 876 Q. Was that the only meeting you attended, or did you go to another?
- A. There were two.
- Q. The first one was at the Musicians' Hall and the second was at the Eagles' Hall, wasn't it?
- A. I believe it was.
- Q. And you attended both of them?
- A. I did.

Q. What other executives of the company attended those meetings?

Mr. Ingraham: Object to that question. This witness isn't an executive.

Mr. Rucker: Withdraw the question.

Q. (By Mr. Rucker) What executives of the company attended that meeting that you saw?

A. I believe Mrs. Reeves was there.

p. 878 Q. All right. Now, then; you also had in your section, did you not, Glynn Brooks?

A. I did.

Q. You recommended her lay-off, did you?

A. Yes.

Q. Her discharge? A. Yes.

[fol. 5106] Extracts From Testimony of MRS. BESSIE NEIMOYER.

(Pages 1004 to 1025)

p. 1004 Q. (By Mr. Ingraham) State your name, please.

A. Mrs. Bessie Neimoyer; N-e-i-m-o-y-e-r.

Q. Mrs. Neimoyer, are you employed by the Donnelly Garment Company? A. Yes, sir.

Q. In what capacity?

A. As an instructor.

Q. How long have you worked at the Donnelly Garment Company?

p. 1005 A. I don't remember just how long. I think around 11 years.

Q. You have been an instructor how long?

A. Ever since I have been there.

Q. What is the number of your section?

A. That I am working in now?

Q. Yes.

[fol. 5107] p. 1005 A. 411.

Q. What section were you working in last June and July? A. 531.

Q. 531. Was Thelma Owen in that section?

A. Yes, sir.

p. 1011 Q. Did you ever know of a girl who was found by you to be disobedient, unreliable and non-cooperative—did you ever recommend such a girl for re-employment?

A. I don't just understand your question.

Q. Well, do you—When they call you to ask you whether you will recommend, we will say, Mamie Smith for re-employment—she had been laid off and she had worked for you—and when you made out your estimate of her on the card you said she was disobedient, unreliable and non-cooperative—now, do you recommend the re-employment of that sort of girl? A. I don't.

Q. Never have?

A. I don't know that I have. I couldn't say positively.

Q. You don't know of any instructor down there that ever did recommend the re-employment of such a girl, do you?

A. Will you please state that question again so I can understand what you mean?

Q. You don't know of any instructor, who has found a girl working under her to be disobedient, unreliable and non-cooperative, after that finding, to have recommended that that girl be re-employed?

A. I don't know what the other instructors do.

p. 1018 Q. Did you go down to the union meetings that they had at Musicians' Hall and the Eagles' Hall? A. Yes, I did.

Q. Went to both of them, did you?

A. I went to two.

[fol. 5108] Extracts from Testimony of ELLA MAE GUERRANT HYDE on May 6, 1935. (pages 1025 to 1053)
Volume 7.

p. 1025 Q. (By Mr. Ingraham) Just state your name, please.

A. Ella Mae Guerrant Hyde.

Q. Where are you employed, Mrs. Hyde?

- A. At the Donnelly Garment Company.
 Q. In what capacity?
 A. Employment manager.
 Q. How long have you worked at the Donnelly Garment Company? A. 6½ years.
- p. 1026 Q. Now, you are the party referred to when the witness have stated "Ella Mae Guerrant"?
 A. Yes. I have given my whole name.
 Q. That was your former name? A. Yes.
 Q. How long have you had charge of the employment office?
 A. For the last 3 years.
 Q. For the last 3 years. What are your duties?
 A. To employ and discharge.
- p. 1026 Q. Now, in connection with Lillian Rutherford, she stated in her testimony that you promised to put her back to work. Did you ever make a promise of that nature to her?
 A. No, I didn't. I would have no authority to do that.
- p. 1027 Q. Who passes on the re-employment of operators?
 A. The person in charge directly over the girls. That is the instructor, and Miss Wherry, the superintendent.
- p. 1032 Q. You had attended some of the meetings held at Musicians' Hall and the Eagles' Hall?
 A. Yes.
 Q. Both of them? A. Yes.
- [fol. 5109] p. 1040 Q. Now, are you a member of the Loyalty League? A. I signed a pledge card.
- p. 1042 Q. The employees are not consulted at all on price fixing, are they? A. Yes and no.
 Q. Explain that answer.
- p. 1043 A. A girl may not say just exactly how much is to be given on a particular operation, but if she thinks it isn't fair it certainly is gone into in time study and then taken care of. A girl has the right to suggest that it be corrected.
 Q. Is there any committee of any kind among the employees which is consulted before changes in prices are made, either up or down?

- A. You mean office people?
- Q. No. I mean among the employees—the people who actually turn the work out.
- A. There is a committee in the office.
- Q. Who is on that committee?
- A. Mrs. Nichols, Mrs. Reeves, Mr. Atchinson and Mr. Sleicher.
- Q. Is there a single operator on that committee?
- A. I don't think so. I don't know of anyone.
- Q. They are all executives, aren't they?
- A. I should say so.

[fol. 5110] Extracts from Testimony of MRS. JAMES A. REED on May 25, 1935.

(Pages 1054 to 1115) Vol. 8

p. 1074 A. . . . Now, in our plant I think that we have more supervision and more executives than—I know I have—more than are usually in a plant of this kind. But that's been a very big part of the business of having this splendid organization, of taking merchandise that's ordinarily classed as something that has to be handled, oh, just from hand to mouth, we have made a real institution in our place.

Q. You have referred to people who have appeared before the Board. Do you mean the witnesses for the Donnelly Garment Company?

p. 1075 A. Yes, our supervisors. The different people that have appeared before the Board as witnesses for the Donnelly Garment Company.

p. 1077 A. . . . Now, in my plant I have 40 operators, 40 machines, under this one supervisor with an assistant. One of them is in charge of quality and the other quantity. And, of course, they both work with one another on both things; but that's their general responsibility.

p. 1087 Q. (By Mr. Ingraham) Mrs. Reed, what is the minimum wage for workers at the Donnelly

p. 1088 Garment Company?

A. \$15.

Q. Previous to the code?

A. It has been \$15.

p. 1091 A. . . . But, now, I want you to understand that my piecework prices are not based on that minimum. That for 10 years or more we considered a \$15 operator as only a 75 per cent operator. We expected an operator that had had 6 months' or more experience, we expected her to make \$20 a week. As a matter of fact, we couldn't have maintained our set-up on operators if all of our operators had only earned \$15 a week.

p. 1092

So the minimum was \$15, but we based an average operator at \$20 a week; and then a great many of our girls were able to earn \$25 and some of them \$30 and \$35 when the work came through in the best way.

We have girls out there right now who are making \$35 and \$40 a week and have made it right along this spring. And we have had them—Since 1919 I have had operators, based on my piecework operations, that can make from \$20 to \$30 and more than that, \$35, a week.

p. 1093 Q. (By Mr. Ingraham) Has it always been the practice of the company to weed out the \$15 operators as much as possible?

A. Yes. We have had a standard of an operator not being our standard operator unless she could make, generally speaking, \$20 a week.

p. 1107 Q. And I suppose your instructors are more or less under your personal supervision?

A. Yes. I come in contact with them all the time.

[fol. 5111] (N. R. A.—J. M. C. Exhibit 2.)

Date 7/6/39—Witness

Objection And Motion To Strike Of Respondent And Intervenor To "N. R. A." Testimony offered By The Board.

Respondent and intervenor severally object to all and every part of the testimony offered herein by the Board referred to as the "N. R. A." testimony, being portions of the testimony taken before the N. R. A. Regional Labor Board, Twelfth District, in case No. 160, styled "International Ladies' Garment Workers' Union, complainant, vs. Donnelly Garment Company, respondent", to-wit, all the testimony of Ellen Fry, Thelma Owen, Glynn Brooks, Mamie Tubbesing, Elizabeth Gates Reeves, Lillian Wales, Frances Riedel, Pauline Lutz, Virginia Stroup, Dewey Atchison, Gladys Elledge Richardson, R. L. Blume, Meyer Pearlstein, Lillian White, Marie Patton, Bessie Neimoyer, Ella Mae Guerrant Hyde, Mrs. James A. Reed, and contained in N.R.A. & J.M.C. Exhibit 1-A to BBBB at pages 1 to 8D inclusive, and object to each and every question and answer therein set forth, and move that the testimony of each of said witnesses, and that each and every of said questions and the answers thereto, be excluded and stricken and not considered as evidence in this proceeding (this objection and motion going to each question and answer separately as well as to the testimony of each of said witnesses as a whole), for each and all the following reasons, to-wit:

That said testimony was given prior to July 5, 1935, and refers to matters which purport to have existed or occurred prior to said date, and said testimony and each and every question and answer thereof is immaterial and irrelevant to any issue in this proceeding and deals with matters purporting to have existed or occurred prior to the enactment of the National Labor Relations Act; that [fol. 5112] the conditions, acts and conversations testified to by said witnesses, if they existed or occurred, were lawful at the time they existed or occurred, and the fact, if it is a fact, that such things existed or occurred or that

respondent or any of its representatives may have done or said or authorized any of such things, at the times referred to, or when same were lawful, carries no imputation and does not tend to prove that the respondent (or intervenor), or any one representing either of them, would violate or has violated the National Labor Relations Act after its enactment, or that they would or did commit, authorize, or do, after the enactment of said Act, any of the acts or unfair labor practices alleged in the complaint herein, and such testimony is therefore conjectural, speculative and irrelevant as to any issue in this proceeding; and for the further reason that there is no showing that the persons testifying or referred to in said testimony had authority to bind or speak for respondent (or intervenor) at said times, or if they had such authority at said times, there is no showing that such authority continued after the enactment of the National Labor Relations Act or that respondent handled or managed its business or the various departments thereof in the same way or by the same division of authority after the enactment of said Act as it did at the time said testimony was given or that what was said by said witnesses applies to conditions in respondent's business or the methods of handling same since the enactment of said Act and hence said testimony is too remote, is not binding upon respondent or intervenor, is immaterial, irrelevant, conjectural, and without probative value as to any of the matters here in issue; that there is no charge in the complaint of any [fol. 5113] discrimination by respondent against said witnesses or the persons referred to in said testimony; that said testimony is hearsay and states conclusions; that the Donnelly Garment Workers' Union was not then in existence or even contemplated and said testimony can have no bearing on the question of whether said union was formed, dominated or maintained by respondent or whether it represents the free will and choice of respondent's employees as their bargaining agency; that said testimony does not tend to prove, or disprove any issue in this proceeding and, if received, would require extended testimony on the part of respondent and intervenor to refute such irrelevant and immaterial testimony, all of which would needlessly encumber the record; that for each and

all of said reasons, the reception or consideration of said testimony in this proceeding would be improper, illegal and prejudicial to respondent and intervenor.

Objection is overruled and the motion to strike is denied.
Dated: July 5, 1939. James C. Batten, Trial Examiner.

Acceptance of the testimony is not intended to enlarge the issues as defined by the pleadings or to reverse rulings heretofore made with respect to the introduction of evidence upon certain subjects.

[fol. 5114] Respondent maintains that any evidence relating to matters which occurred prior to the passage of the National Labor Relations Act is incompetent, irrelevant and has no bearing on the issues involved in this case, and such evidence is submitted only because of the Examiner's ruling allowing the Labor Board and the International Union to introduce evidence relating to the hearing before the NRA Labor Board.

See rulings of Trial Examiner, Bds.-Exh.-1-SSSS, J. C. Batten, Trial Examiner.

Re: N. R. A. — J. M. C. Exh. #3.



[fol. 5115] (N. R. A.—J. M. C. Exhibit 3.)

Proceedings Before The NRA Labor Board.

MRS. JAMES A. REED called as a witness, being duly sworn, testified as follows:

Direct Examination.

- 1055 Q. (Mr. Ingraham) State your name, please?
A. Mrs. James A. Reed.
Q. And you live in Kansas City, Mrs. Reed?
A. Yes.
Q. You are president of the Donnelly Garment Company? A. Yes.
Q. Mrs. Reed, when was the business of the Donnelly Garment Company started?
A. In January, 1916.
Q. Did you start that business? A. Yes.
Q. Will you just explain how you happened to go into that business?

Objection—Immaterial.

- A. Well, I started this business with two machines—
Q. Well, did you get orders from stores, Mrs. Reed?

Objection—Immaterial.

- A. I made up some dresses for myself and had some admiring friends think they were attractive, and I made some presents to my friends, and they thought there would be a market for them; they thought other women would like them. And at the time Mr. Donnelly was desirous of going into his own business, and I took two of my dresses that I had made for myself down to one of the department stores of Kansas City, and they gave me an order for 10 dozen of one and 18 dozen of the other. And I got two machines and two women to sew and started my business that way.

From that time on for a number of years it was just a matter of putting in a few more

machines to take care of my orders, merchandise sold, and I first did the cutting and all the work on the garment except the sewing.

- Q. You actively managed the production end of the business?

Objection—Immaterial.

- A. I did, I started in the factory and I planned and worked out the ways of producing the garments. I had had no experience in manufacturing or, as a matter of fact, in any designing or any other part of the business, so I learned it as I went along. I sold my merchandise and designed new models and worked with the operators in the plant to work out better ways of production.

So until I had a hundred machines, I personally directed operators on the machines; I mean in the same way that an instructor, I call them, does in my plant now. And all through the years I have actively managed the plant, as I have always felt that my greatest contribution to the business was in the management of the factory.

- Q. Mrs. Reed, will you explain the kind of garment that you first manufactured? I mean by that, was it a garment that had operations that were easy to perform?

Objection—Immaterial.

- A. I don't know what you mean.

- Q. I mean by that, the operators that were employed by you in the early days of your business: They were just qualified for simple sewing?

Objection—Immaterial.

- A. Yes. I made what I called "apron frocks" and, in fact, the first two operators I had—neither one of them had ever operated a power machine before.